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Human resources management

Composition of the Secretariat

Report of the Secretary-General**

Summary

The present annual report covers the period from 1 July 2004 to 30 June 2005 and provides information on demographic characteristics of the staff of the Secretariat and on the system of desirable ranges for posts subject to geographical distribution. As requested by the General Assembly in its resolutions 57/305 and 59/266, the report contains an analysis of the issues related to under and over-representation of Member States and information on the implementation of human resources action plans.

* A/60/150.

** In December 1971, the General Assembly requested the Secretary-General to report statistics on the composition of the staff as at 30 June each year (see *Official Records of the General Assembly, Twenty-sixth Session, Annexes*, agenda item 84, document A/8604, paras. 34-37).

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Abbreviations

CMP	Capital Master Plan Office
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ICJ	International Court of Justice
ICSC	International Civil Service Commission
IMIS	Integrated Management Information System
ITC	International Trade Centre UNCTAD/WTO
OCHA	Office for the Coordination of Humanitarian Affairs
OCSS	Office of Central Support Services
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OHRM	Office of Human Resources Management
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OMS	Office of Mission Support
OPPBA	Office of Programme Planning, Budget and Accounts
OSAA	Office of the Special Adviser on Africa
OSG	Office of the Secretary-General
OSRSGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict

OUSG	Office of the Under-Secretary-General
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University

I. Introduction

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with requests made by the General Assembly in its resolutions concerning human resources management. The most recent of these are resolutions 57/305 of 15 April 2003 and 59/266 of 23 December 2004. The report provides information on certain demographic characteristics of the staff of the Secretariat and on the system of desirable ranges for the geographical distribution of staff.

2. Section II includes traditional information on the composition of the Secretariat, adding the prior year's data to data series on which reporting has been carried out over many years. It focuses in particular on staff in posts subject to geographical distribution in order to facilitate the assessment of trends over time. An in-depth analysis on the status of unrepresented, underrepresented and over-represented Member States is also provided in this section.

3. Section III includes information on the system of desirable ranges for the geographical distribution of staff, in particular on the methodology used for calculating desirable ranges.

4. Section IV contains information on the demographics of human resources. An analysis is provided of the main characteristics of the staff of the Secretariat and trends and changes over time in that population. It also includes a forecast of expected staff requirements related to anticipated retirements.

5. Section V contains information on the progress made in the third human resources action planning cycle.

6. The data included in the report were current as at 30 June 2005 and refer to organizational entities in existence as at that date.

7. The list of staff of the United Nations Secretariat is published in document ST/ADM/R.60, which identifies staff by organizational entity, functional title, grade, nationality and contractual status. Although they are not part of the Secretariat, staff members of the secretariats of the United Nations Joint Staff Pension Fund and the International Civil Service Commission are included in the list of staff.

II. Composition of the Secretariat

A. Staff of the United Nations

8. The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, wherein it is stated: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

9. A number of subsidiary programmes, funds and organs of the United Nations enjoy special status granted by the General Assembly in the appointment of their staff. These include the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Relief and Works Agency for Palestine Refugees in

the Near East, the United Nations University, the secretariat of ICSC, UNJSPF, the Registry of the International Court of Justice and the International Trade Centre UNCTAD/WTO. The present report is therefore not designed to contain comprehensive information about their staff.

10. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads:

> The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

11. These principles apply to all the staff of the United Nations, including the staff of the secretariats of the above-mentioned subsidiary programmes, funds and organs that have special status in matters of appointment.

12. As at 30 June 2005, the total number of staff of the United Nations Secretariat and those units with special status holding appointments of one year or more amounted to 40,074 (see table 1). Of that total, 15,989 staff whose remuneration originates from various sources of funding are assigned to the Secretariat and 24,085 are assigned to other entities of the United Nations (see Fig. 1). As at 30 June 2005, 7,753 staff encumbered the 9,114 posts authorized in the regular budget for 2005 and are currently included in the Integrated Management Information System.

Table 1

Staff of the United Nations Secretariat and other entities by category and source of funds as at 30 June 2005

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	*Subtotal*	*Total*
United Nations Secretariat	3 133	4	4 616	7 753	2 621[a]	1 005	4 610	8 236[b]	15 989
UNDP[c]					1 581[d]	789	3 172	5 542[e]	5 542
UNFPA					193	215[f]	931[g]	1 342	1 342
UNHCR	89		130	219	1 877[h]		4 543	6 420	6 639
UNICEF					2 657[i]	1 410[j]	4 914	8 981	8 981
UNITAR					6	23	6	35	35
UNOPS					665		313	978	978
UNRWA[k]	91	0	11	102	36	0	0	36	138
ITC[l]					75	43	95	213	213
ICSC					18		18	36	36
UNJSPF					49		106	155	155
ICJ	33		51	84	12		2	14	98
UNU					23	38	60	121	121
Total	**3 346**	**4**	**4 808**	**8 158**	**9 620**	**3 526**	**18 770**	**31 916**	**40 074**

[a] Including 606 Professional, 720 Field Service and 131 General Service staff in peacekeeping operations with limited appointments of one year or more.

[b] Including 10 Professional and 79 General Service staff against revenue-producing accounts.

[c] Including staff charged to the UNDP core budget, funds managed by UNDP and UNDP supplementary funds.

[d] Including National Officers.

[e] Excluding 1,169 under UNDP 300-series contracts for appointments of limited duration.

[f] Including Headquarters General Service, country office General Service and National Officers.

[g] Including Junior Professional Officers.

[h] Including 294 National Professional Officers and 86 Junior Professional Officers.

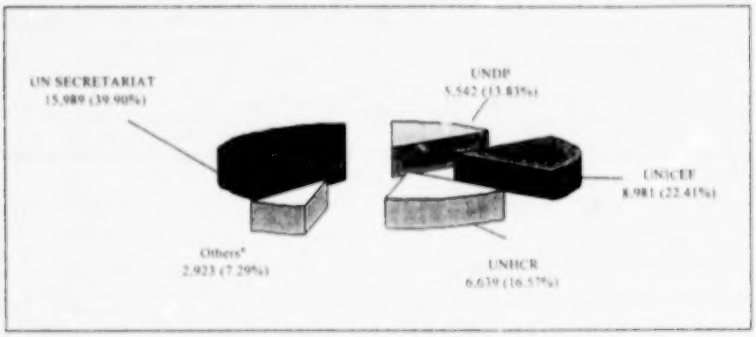
[i] Including Professional staff and National Officers occupying posts funded by regular budget resources.

[j] Including Professional staff and National Officers occupying posts funded from project funds.

[k] Excluding area staff.

[l] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure I
Staff of the Secretariat and other entities of the United Nations



[a] Comprising ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

B. Staff recruited under the system of desirable ranges

13. Within the overall total of 15,989 staff holding appointments of one year or more, a limited number of staff of the Secretariat are recruited under the system of desirable ranges, which is described in section III of the present report. To determine the desirable range of posts subject to geographical distribution for each Member State, a base figure of 2,800 is used. The number of staff appointed to posts subject to geographical distribution as at 3 June 2005 was 2,581. Such staff are appointed by the Secretary-General for a period of at least one year to posts in the Professional and higher categories funded under the regular budget. Several categories of staff are excluded: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, security officers and public information assistants) who are locally recruited; staff appointed to posts for service limited to the United Nations Environment Programme, the United Nations Human Settlements Programme or the United Nations Office on Drugs and Crime; staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; National Officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

C. Representation of Member States

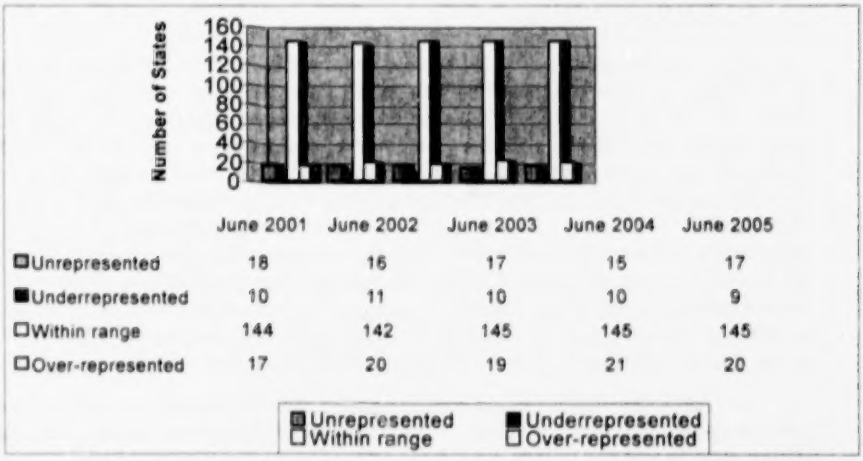
14. Representation of Member States falls into four categories: unrepresented, underrepresented, within range and over-represented. A Member State is unrepresented when none of its nationals has been appointed to a post subject to geographical distribution; it is underrepresented when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is within range when the number of its nationals appointed to such posts is between the upper

and lower limits of the desirable range; and it is over-represented when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

15. As at 30 June 2005, 17 Member States were unrepresented, compared with 15 in June 2004 (Angola, Bahrain, Brunei Darussalam, Comoros, Guinea-Bissau, Kiribati, Liechtenstein, the Marshall Islands, Mauritius, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and the United Arab Emirates). Nine Member States were underrepresented, compared with 10 in June 2004 (the Democratic People's Republic of Korea, Japan, Kuwait, the Libyan Arab Jamahiriya, Mexico, Norway, Qatar, Saudi Arabia and Switzerland), and 20 Member States were over-represented, compared with 21 in June 2004 (Argentina, Australia, Austria, Belgium, Chile, Egypt, Ethiopia, France, India, Italy, Jamaica, Kenya, New Zealand, Pakistan, the Philippines, the Russian Federation, Spain, Sweden, Uganda and Ukraine). All other Member States were within range.

16. The evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2001 to 2005 is illustrated in figure 2.

Figure 2
Representation of Member States (30 June 2001-30 June 2005)



17. Tables A.1 to A.4 in the annex cover posts subject to geographical distribution. The data in table A.1 are arranged by nationality, grade and gender. The table includes the midpoint of the desirable range and the range itself. The data in table A.2 are arranged by nationality and type of appointment as at 30 June 2004 and 30 June 2005. Table A.3 shows appointments arranged by nationality, grade and gender for the period from 1 July 2004 to 30 June 2005. Table A.4 shows appointments and separations, arranged by nationality, type of appointment and gender, for the same period.

18. Pursuant to the request of the General Assembly in section II, paragraph 30, of its resolution 57/305, which was reiterated in section IV, paragraph 8, of its resolution 59/266, the present analysis of the state of underrepresentation of Member States is provided to supplement the information contained in the report of the Secretary-General on improvement of equitable geographical representation in the United Nations Secretariat (A/59/264).

19. Based on data available in IMIS, during the period from 1 July 1997 to 30 June 2005 32 Member States were underrepresented at different times (Albania, Angola, Antigua and Barbuda, Austria, Belize, Brazil, China, Comoros, the Democratic People's Republic of Korea, Denmark, Djibouti, Fiji, Germany, Greece, Guinea-Bissau, Indonesia, Italy, Japan, Kazakhstan, Kuwait, the Libyan Arab Jamahiriya, Mexico, Norway, Portugal, Qatar, the Republic of Korea, Samoa, Saudi Arabia, Slovenia, Switzerland, the United Arab Emirates and Uzbekistan) (see table 2). These Member States may be grouped into three categories:

(a) Member States whose representation status, as at 30 June 2005, had changed from the underrepresented category. That group includes 23 Member States; 21 of them are now within range and 2 are over-represented. Recruitment of nationals of those Member States through the national competitive examinations was an important factor in improving their representation status. The majority of Member States in this group are now within range owing to the recruitment of one to three of their nationals. However, in the case of 10 Member States, the departure of just one or two of their nationals may cause them to revert to under or unrepresented status;

(b) Member States that remained underrepresented. This group includes three Member States (Japan, Norway and Saudi Arabia) that had remained underrepresented since 1997. In the case of Japan, despite significant recruitment of its nationals through the national competitive examinations (28 of 45 rostered candidates, or 62 per cent), with the current number of 111 staff members against a desirable range of 262-355 staff, further efforts would be needed to fill the gap of 151 staff for Japan to be within range. Switzerland became a Member State in 2002 and quickly reached a representation level that was just two staff members short of the desirable range, which can be filled through recruitment of its nationals from the current national competitive examinations roster of seven candidates. Norway, with a deficit of 3 staff, has 15 candidates on the national competitive examinations roster. On the other hand, there are no nationals of Saudi Arabia on the roster;

(c) Member States whose representation had decreased to the level of unrepresented. This group includes five Member States (Angola, Comoros, Guinea-Bissau, Samoa and the United Arab Emirates) that have the lowest desirable ranges (1-14 staff), so the arrival or departure of just one staff member can drastically change their representation status. To remedy this situation, national competitive examinations are offered annually to those Member States.

20. Pursuant to the request of the General Assembly in section IV, paragraph 12, of its resolution 59/266, an analysis of reasons for the over-representation of Member States is provided below (see also table 3). Currently there are 20 over-represented Member States (see paragraph 15), which can be grouped as follows:

(a) Member States with no more than two staff above the ceiling of their desirable range. The position of five of the six Member States in this group (Egypt,

France, Jamaica, New Zealand and Pakistan) will revert to within-range status by the end of 2005, provided there are no changes in the factors affecting representation as described in paragraph 37 below;

(b) Member States that were underrepresented at the time they participated in the national competitive examinations and whose nationals were placed on the roster of successful candidates but were appointed later. These are: Italy (51 of 105 staff joined the Secretariat through the national competitive examinations, 25, or 49 per cent, within the past five years); Spain (30 of 55 staff joined through the national competitive examinations, 10, or 33 per cent, within the past five years); Australia (14 of 47 staff joined through the exam, 9, or 64 per cent, in the past two years); Sweden (out of 18 staff recruited between 2001 and 2003, 14 were successful national competitive examinations candidates); and Argentina (10 of 31 staff were successful in the national competitive examinations, and all 10 staff joined the Secretariat during the past three years);

(c) Member States that host regional commissions or headquarters offices: Austria, Chile, Ethiopia and Kenya;

(d) Member States that became over-represented due to a significant change in their assessment in 1993: the Russian Federation and Ukraine;

(e) Belgium, India, the Philippines and Uganda for various reasons.

21. Taking into consideration the above factors and provided that no change occurs in the desirable ranges of those 20 Member States and that no appointment of their nationals takes place, the level of over-representation will be reduced by 25 per cent by the end of 2005 and 75 per cent by the end of 2010 through normal attrition.

Table 2

Member States underrepresented during the period from 1 July 1998 to 30 June 2005

Member State	*1998*	*1999*	*2000*	*2001*	*2002*	*2003*	*2004*	*2005*	*Number of applicants*[a]	*Percentage of all applicants*[a]	*Desirable range*[b]	*Number of staff*[b]
Albania	under	wbm	wbm	wbm	wbm	wbm	wbm	wbm	3 073	1.5	1-14	4
Angola	under	wbm	wbm	wbm	wbm	wbm	wbm	unrep	838	0.4	1-14	0
Antigua and Barbuda	under	wbm	wbm	wbm	unrep	unrep	wbm	wbm	231	0.1	1-14	1
Austria	wbm	wbm	wbm	under	wbm	wam	over	over	5 900	2.9	14-24	26
Belize	under	wbm	wbm	wbm	wbm	wbm	wbm	wbm	425	0.2	1-14	3
Brazil	wbm	wam	wam	under	under	under	wam	wam	17 686	8.8	28-38	36
China	wbm	under	wbm	under	under	wbm	wbm	wbm	13 516	6.7	56-76	59
Comoros	under	wbm	wbm	wbm	wbm	wbm	unrep	unrep	577	0.3	1-14	0
Democratic People's Republic of Korea	wbm	under	wbm	wbm	under	wbm	wbm	under	51	0.0	2-14	1
Denmark	under	under	under	wam	wam	wam	wbm	wbm	4 477	2.2	12-22	14
Djibouti	under	wbm	wbm	wbm	wbm	wam	wam	wam	467	0.2	1-14	6
Fiji	under	wbm	wbm	wam	wam	wam	wam	wam	2 229	1.1	1-14	9
Germany	under	under	under	wbm	under	wbm	wam	wam	22 182	11.0	120-162	143
Greece	wbm	wbm	wbm	under	under	under	wbm	wbm	4 610	2.3	9-19	11
Guinea-Bissau	under	unrep	unrep	unrep	unrep	unrep	unrep	unrep	677	0.3	1-14	0
Indonesia	under	under	under	wbm	wbm	wbm	wam	wam	6 018	3.0	8-18	16
Italy	under	under	wbm	wam	wbm	wam	over	over	29 342	14.5	70-95	105
Japan	under	under	under	under	under	under	under	under	10 543	5.2	262-355	111
Kazakhstan	unrep	under	under	wbm	wbm	wam	wam	wam	1 670	0.8	2-14	7
Kuwait	unrep	unrep	under	under	under	under	under	under	369	0.2	4-14	1
Libyan Arab Jamahiriya	wbm	wbm	wbm	wbm	wbm	wbm	under	under	636	0.3	3-14	2
Mexico	wbm	wam	wam	wbm	wbm	under	under	under	12 326	6.1	32-43	19
Norway	under	under	under	under	under	under	under	under	3 022	1.5	12-21	9
Portugal	wbm	under	wbm	under	under	under	wbm	wbm	9 355	4.6	9-18	9
Qatar	wbm	wbm	wbm	unrep	wbm	wbm	under	under	99	0.0	2-14	1
Republic of Korea	wbm	wam	wam	under	under	under	under	wbm	8 005	4.0	29-40	31
Samoa	under	wbm	unrep	unrep	unrep	unrep	unrep	unrep	57	0.0	1-14	0
Saudi Arabia	under	under	under	under	under	under	under	under	884	0.4	13-22	6
Slovenia	under	under	wbm	wbm	wbm	wbm	wbm	wbm	736	0.4	2-14	5
Switzerland	-	-	-	-	-	under	under	under	4 841	2.4	20-29	18
United Arab Emirates	under	under	unrep	unrep	unrep	unrep	unrep	unrep	140	0.1	5-14	0
Uzbekistan	unrep	unrep	unrep	unrep	unrep	unrep	under	wbm	1 958	1.0	2-14	4

Abbreviations: over, over-represented; under, underrepresented; unrep, unrepresented; WAM, within range and above midpoint; WBM, within range and below midpoint.

[a] Submitting applications through the staff selection from May 2002 to June 2005.

[b] As at 30 June 2005.

Table 3
Member States over-represented as at 30 June 2005

Member State	*Number of staff*	*Range ceiling*	*Number of staff over ceiling*	*Year when State will be within range*	*Number of staff joining the Secretariat through*		
					G-to-P exam	*National competitive examinations*	*Other exams*[a]
Egypt	16	14	2	2005	1	—	1
France	116	115	1	2005	9	19	1
Jamaica	15	14	1	2005	9	—	—
New Zealand	15	14	1	2005	—	3	—
Pakistan	17	15	2	2005	5	—	—
Spain	55	52	3	2007	1	30	3
Sweden	31	26	5	2008	3	6	—
Belgium	34	27	7	2009	1	5	1
India	47	42	5	2009	26	—	—
Uganda	21	14	7	2009	2	—	—
Ukraine	19	14	5	2009	—	6	—
Argentina	31	26	5	2010	3	10	1
Austria	26	24	2	2010	6	8	—
Ethiopia	19	14	5	2010	14	—	—
Chile	23	14	9	2011	11	—	—
Italy	105	95	10	2011	1	51	—
Philippines	49	14	35	2014	40	—	—
Russian Federation	104	31	73	2014	—	8	—
Australia	47	36	11	2016	1	14	—
Kenya	24	14	10	2017	1	—	—
Total	**814**	—	**199**	—	**134**	**160**	**7**

[a] Includes staff recruited through the language coordinator examination or converted from language to geographical appointment status.

D. Representation of Member States at the senior and policymaking levels

22. In section X, paragraph 2, of its resolution 55/258 of 14 June 2001, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat. This request was reaffirmed in section II, paragraphs 37 and 38, of resolution 57/305 and section IV, paragraph 13, of resolution 59/266.

23. The senior and policymaking levels are defined as staff at the Principal Officer (D-1) grade and above. Table A.9 contains data on senior officials appointed under the system of desirable ranges, including a breakdown by country of nationality.

24. Table 4 presents data on the representation of developing countries and other countries for staff subject to geographical distribution at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above

the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policymaking levels, see annex tables A.1, A.3 and A.9). For staff at the D-1 grade and above, the percentage of staff from developing countries evolved from 49.5 per cent in 2001 to 42.9 per cent in 2005; for developed countries the percentage moved from 45.2 per cent in 2001 to 46.8 per cent in 2005; and for countries with economies in transition, the percentage increased from 5.2 per cent in 2001 to 10.3 per cent in 2005. At the D-2 grade and above, the percentage of staff from developing countries evolved from 52.7 per cent in 2001 to 45.4 per cent in 2005; for staff from developed countries the percentage went from 41.1 per cent in 2001 to 46.3 per cent in 2005; and for staff from countries with economies in transition the percentage evolved from 6.3 per cent in 2001 to 8.3 per cent in 2005. At the grade of Assistant Secretary-General and above, the percentage of staff from developing countries changed from 55.0 per cent in 2001 to 41.5 per cent in 2005; for staff from developed countries, the percentage moved from 37.5 per cent in 2001 to 51.2 per cent in 2005; and for staff with economies in transition, the ratio evolved from 7.5 per cent in 2001 to 7.3 per cent in 2005.

Table 4

Distribution of staff subject to geographical distribution among developing and developed countries and countries with economies in transition (2001-2005)

					Total staff		*D-1 and above*		*D-2 and above*		*ASG and above*	
Group	*Year*	*Combined desirable ranges*	*Group midpoint*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
Developing countries	2001	896-1 213	1 054.6	40.6	1 038 (400)	42.7 (40.9)	161 (50)	49.5	59 (14)	52.7	22 (4)	55.0
	2002	930-1 259	1 094.5	40.5	1 053 (409)	42.5 (40.2)	151 (46)	46.6	55 (14)	50.5	23 (4)	56.1
	2003	903-1 258	1 093.7	40.5	1 032 (417)	41.5 (40.2)	150 (52)	45.0	54 (14)	46.2	23 (4)	56.1
	2004	933-1 263	1 098.1	40.7	1 023 (416)	40.7 (39.1)	148 (55)	44.7	56 (17)	48.7	20 (3)	51.3
	2005	968-1 310	1 139.3	40.7	1 024 (424)	39.7 (38.2)	141 (53)	42.9	49 (17)	45.4	17 (5)	41.5
Developed countries	2001	1 156-1 564	1 360.3	52.3	1 130 (526)	46.5 (53.8)	147 (53)	45.2	46 (10)	41.1	15 (3)	37.5
	2002	1 202-1 626	1 414.3	52.4	1 160 (555)	46.8 (54.6)	152 (59)	46.9	47 (13)	43.1	15 (3)	36.6
	2003	1 204-1 629	1 416.4	52.5	1 195 (568)	48.0 (54.5)	156 (56)	46.8	56 (18)	47.9	15 (4)	36.6
	2004	1 200-1 624	1 411.9	52.3	1 232 (591)	49.0 (55.6)	154 (64)	46.5	52 (18)	45.2	16 (6)	41.0
	2005	1 244-1 684	1 463.9	52.3	1 293 (625)	50.1 (56.3)	154 (61)	46.8	50 (17)	46.3	21 (6)	51.2
Countries with economies in transition	2001	157-213	185.1	7.1	264 (52)	10.9 (5.3)	17 (3)	5.2	7 (1)	6.3	3 (1)	7.5
	2002	162-220	191.0	7.1	267 (53)	10.8 (5.2)	21 (3)	6.5	7 (1)	6.4	3 (1)	7.3
	2003	161-218	189.9	7.0	262 (55)	10.5 (5.3)	27 (3)	8.1	7 (1)	6.0	3 (1)	7.3
	2004	162-219	190.0	7.0	258 (56)	10.3 (5.3)	29 (2)	8.8	7 (1)	6.1	3 (1)	7.7
	2005	167-226	196.8	7.0	262 (61)	10.2 (5.5)	34 (3)	10.3	9 (1)	8.3	3 (1)	7.3
Total	2001	2 210-2 990	2 600.0	100.0	2 432 (978)	100.0 (100.0)	325 (106)	100.0	112 (25)	100.0	40 (8)	100.0
	2002	2 295-3 105	2 699.8	100.0	2 480 (1 017)	100.0 (100.0)	324 (108)	100.0	109 (28)	100.0	41 (8)	100.0
	2003	2 295-3 105	2 700.0	100.0	2 489 (1 040)	100.0 (100.0)	333 (111)	100.0	117 (33)	100.0	41 (9)	100.0
	2004	2 295-3 105	2 700.0	100.0	2 513 (1 063)	100.0 (100.0)	331 (121)	100.0	115 (36)	100.0	39 (10)	100.0
	2005	2 380-3 220	2 800.0	100.0	2 579 (1 110)	100.0 (100.0)	329 (117)	100.0	108 (35)	100.0	41 (12)	100.0

Source: *World Population Prospects: the 2004 Revision* (ST/ESA/SER.A/244).

Note: Figures in parentheses indicate the number of female staff members.

E. Gender representation

25. Since the forty-fifth session of the General Assembly, and in compliance with resolution 45/239 C, section XIV, paragraph 2, of resolution 55/258 and section II, paragraphs 39-41, of resolution 57/305 the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policymaking posts. During the period from 1 July 2001 to 30 June 2005, the number of female staff members in the D-1 grade and above increased by 11, or 10.4 per cent, from 106 to 117. Annex table A.5 shows staff in posts with special language requirements by nationality, grade and gender. The proportion of female staff in posts subject to geographical distribution for the five-year period from 2001 to 2005 is illustrated in table 5. As at 30 June 2005, the number of female staff members appointed to posts subject to geographical distribution was 1,110, or 43.0 per cent of the total. Over the past five years, the number of female staff in posts subject to geographical distribution has increased by 2.8 per cent. Further information related to gender representation can be found in paragraphs 47-50 below.

26. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements, by grade, are shown in table 6, which compares data for 1995 and 2005. The percentage of female staff in posts subject to geographical distribution has risen from 34.1 per cent to 43.0 per cent over the decade. The comparable percentage for female staff in posts with special language requirements has increased from 35.3 per cent to 41.8 per cent.

27. Table A.3 provides details on the 206 appointments to posts subject to geographical distribution, by nationality, grade and gender, for the period from 1 July 2004 to 30 June 2005. Table 7 provides a condensed version of the same data.

Table 5
Proportion of female staff in posts subject to geographical distribution (30 June 2001-30 June 2005)

Year	*2001*	*2002*	*2003*	*2004*	*2005*
Total staff	2 445	2 492	2 491	2 515	2 581
Total female staff	983	1 022	1 040	1 063	1 110
Percentage	40.2	41.0	41.8	42.3	43.0

Table 6

Female staff by grade in posts subject to geographical distribution and posts with special language requirements (1995 and 2005)

	Geographical posts				*Language posts*[a]			
	1995		*2005*		*1995*		*2005*	
Grade	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	2	10.0	5	22.7	—	—	—	—
ASG	2	14.3	7	36.8	—	—	—	—
D-2	14	19.4	23	33.8	—	—	—	—
D-1	39	17.2	82	37.1	—	—	—	—
P-5	136	28.3	174	35.7	39	30.0	61	43.3
P-4	234	33.7	300	41.4	126	35.3	145	39.1
P-3	250	39.7	331	48.9	121	33.8	142	42.1
P-2	180	47.6	188	51.9	31	57.4	20	64.5
P-1	—	—	—	—	—	—	—	—
Total	**857**	**34.1**	**1 110**	**43.0**	**317**	**35.3**	**368**	**41.8**

[a] Language posts are exclusively at the P-2 to P-5 levels.

Table 7

Staff appointments to posts subject to geographical distribution by gender, grade and number of nationalities represented (1 July 2004-30 June 2005)

	Female			*Male*		
Grade	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG	1	25.0	1	3	75.0	3
ASG	2	50.0	2	2	50.0	2
D-2	1	100.0	1	—	—	—
D-1	3	20.0	2	12	80.0	8
P-5	5	23.8	5	16	76.2	11
P-4	16	38.1	14	26	61.9	19
P-3	16	33.3	14	32	66.7	24
P-2	34	47.9	18	37	52.1	22
P-1	—	—	—	—	—	—
Total	**78**	**37.9**	**37**	**128**	**62.1**	**57**

28. Table A.8 shows the gender distribution of staff in the Secretariat by department or office and by grade as at 30 June 2005. Section A reports on staff in posts subject to geographical distribution; section B provides comparable data for staff in posts with special language requirements; section C combines the data on staff in both those post categories; section D covers staff in the General Service and related categories; and section E covers the 5,754 staff in the Professional and higher categories, by department or office and by grade.

29. As requested by the General Assembly in its resolution 57/305, table A.10 provides the gender distribution of staff in the Secretariat by nationality as at 30 June 2005. Section A reports on staff in the General Service category by nationality, grade and gender; section B provides a summary of staff in the General Service and related categories by nationality, category and gender; and section C reports on project personnel by nationality, grade and gender.

F. Recruitment activities

30. During the period from 1 July 2004 to 30 June 2005, 206 appointments were made under the system of desirable ranges (see table A.3). Of that total, 25 appointments (12.1 per cent) were of nationals of underrepresented Member States; 142 appointments (68.9 per cent) were of nationals of Member States that were within the desirable range; and 39 appointments (18.9 per cent) were of nationals of Member States that were over-represented as at 30 June 2005.

31. Of the 206 appointments, 72 (35 per cent) were of candidates who had been successful in national competitive examinations for posts in the P-2 and P-3 grades. A total of 35 (48.6 per cent) of the 72 successful candidates in the examinations were women.

32. In 2004, 58 Member States participated in national competitive examinations (Afghanistan, Algeria, Angola, Antigua and Barbuda, Barbados, Bhutan, Botswana, Brunei Darussalam, the Central African Republic, China, Comoros, Equatorial Guinea, Gabon, the Gambia, Germany, Greece, Guatemala, Guinea, Haiti, Honduras, Iraq, Israel, Japan, Kiribati, Kuwait, Liechtenstein, Maldives, Mauritania, Mauritius, Mexico, Micronesia (Federated States of), Monaco, the Netherlands, Niger, Norway, Oman, Panama, Portugal, the Republic of Korea, the Republic of Moldova, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Sao Tome and Principe, Saudi Arabia, the Solomon Islands, Somalia, Suriname, Switzerland, Tajikistan, Timor-Leste, Tonga, Tuvalu, the United States of America, Uzbekistan, Vanuatu, Viet Nam and Yemen). These are unrepresented and underrepresented Member States and those which are in danger of becoming unrepresented or underrepresented. Examinations were given in seven occupational groups.[1] A total of 160 candidates from the 2004 examinations were successful: 7 have been placed, 1 was no longer available and 19 of the remaining 133 candidates on the roster are in the process of being recruited.

33. Of the 206 staff appointed, 78 (37.9 per cent) were women, of whom 52 were from developed countries, 23 were from developing countries and 3 were from countries with economies in transition.

34. In accordance with section V, paragraph 17, of General Assembly resolution 53/221 of 7 April 1999, which was confirmed in section IV, paragraph 13, of

resolution 55/258, all 19 appointments at the P-2 level to posts requiring special language competence for conference services were made as a result of a successful competitive examination.

35. Among the 72 national competitive examination candidates, 45 (65.2 per cent) of the P-2 candidates were recruited by offices away from Headquarters, while 24 (34.8 per cent) were recruited for posts in New York. One of the three P-3 candidates was recruited at an office away from Headquarters. Table 8 presents placement data, by entity, for the period from July 2004 to June 2005.

Table 8
National competitive examination placement data by entity (1 July 2004-30 June 2005)

Department/office	*P-2*	*P-3*
Department of Economic and Social Affairs	5	
Department of Management	6	
Department of Peacekeeping Operations	3	1
Department of Public Information	1	
Economic and Social Commission for Asia and the Pacific	7	
Economic and Social Commission for Western Asia	4	
Economic Commission for Africa	6	
Economic Commission for Europe	4	
Economic Commission for Latin America and the Caribbean	5	
Office of Internal Oversight Services	3	
Office of Legal Affairs	5	
Office of the United Nations High Commissioner for Human Rights	7	1
Office of the Secretary-General		1
Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States	1	
United Nations Human Settlements Programme	1	
United Nations Conference on Trade and Development	4	
United Nations Environment Programme	1	
United Nations Office at Geneva	2	

Department/office	*P-2*	*P-1*
United Nations Office at Nairobi	1	
United Nations Office at Vienna	1	
United Nations Office on Drugs and Crime	2	
Total	**69**	**3**

36. Table A.6 presents data on staff in the Professional and higher categories who have been appointed specifically for mission service, by nationality, grade and gender, as at 30 June 2005, compared with the situation a year earlier. Of the 1,189 staff, 606 were holding appointments of limited duration and had been serving with peacekeeping operations for more than a year.

III. System of desirable ranges for the geographical distribution of staff

37. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

38. The criteria governing the system of desirable ranges are set out in section III of the report of the Secretary-General on the composition of the Secretariat dated 11 September 1998 (A/53/375 and Corr.1 and 3).

39. In compliance with section III of General Assembly resolution 42/220 A of 21 December 1987, owing to the creation of additional posts and the establishment of the Department of Safety and Security as from 1 January 2005, the base figure of posts subject to the system of desirable ranges has been set at 2,800. The number of posts in the Professional and higher categories subject to the system of desirable ranges currently stands at 2,833.

40. Annex table A.7 provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

41. As indicated in table 9 below, the percentage of total staff in each grade (column 2) is applied to the base figure of 2,800 (column 3). The resulting figure is weighted by the gross salary per annum in United States dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2005, the weighted average value of each post was 88.06 points (246,571/2,800). Accordingly, the weighted membership factor was 98,628 points (40 per cent of 246,571), the weighted population factor was 12,329 points (5 per cent) and the weighted contribution factor was 135,614 points (55 per cent). The above figures represent

the global numbers; for each Member State a separate calculation based on the same factors results in a weighted base figure. The weighted midpoint shown in table A.7 represents the sum of the weighted membership, population and contribution factors, and the weighted range is calculated as 15 per cent upward and downward (but not less than 423 points up and down [4.8 x 88.06], with the upper limit being not less than 1,233 points [14 x 88.06]). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Table 9
Methodology for deriving weighted ranges

Grade	*(1) Number of staff*	*(2) Percentage of total*	*(3)=(2) x base Weighted number of staff*	*(4) Salary[a]*	*(5)=(3) x (4) Weighted base figure*
USG	22	0.852	23.87	190	4 535
ASG	19	0.736	20.61	173	3 566
D-2	68	2.635	73.77	142	10 475
D-1	221	8.563	239.75	129	30 928
P-5	488	18.907	529.41	106	56 117
P-4	724	28.051	785.43	86	67 547
P-3	677	26.230	734.44	70	51 411
P-2	362	14.026	392.72	56	21 992
Total	**2 581**	**100.000**	**2 800.00**		**246 571**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2005.

IV. Human resources demographics

42. The requirements of global human resources planning and the need to track trends in the workforce of the Secretariat call for a broader perspective in the review of Secretariat staff. The presentation and analysis below cover Secretariat staff holding an appointment of one year or more, irrespective of their category, their type of appointment or their source of funding. In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2005 is 11,746. Secretariat-wide data and projections for the period from 2005 to 2009 have been drawn from the IMIS database.

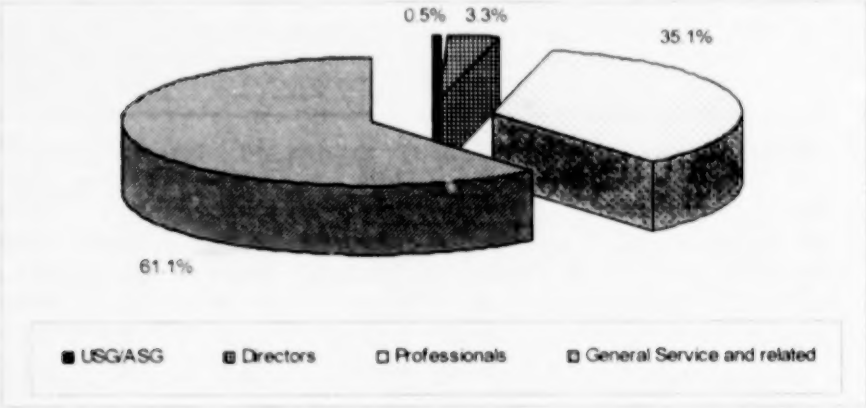
A. Demographic profile of Secretariat staff[2]

Staff by category and grade

43. The base number of staff used in the present demographic analysis is 11,746, of which 3.3 per cent are in the Director category (382 staff), 35.1 per cent are in the Professional category (4,124 staff) and 61.1 per cent are in the General Service and related categories (7,181 staff, comprising 6,778 in the General Service category, 231 in the Security category and 172 in the Trades and Crafts category). Overall, the

Professional and higher categories constitute 38.36 per cent of the total. Under-Secretaries-General and Assistant Secretaries-General represent 0.50 per cent (59 staff). Figure 3 shows the percentage of Secretariat staff by category, figure 4 shows the number of staff by grade in the Professional and Director categories and figure 5 presents the number of staff by grade in the General Service category.

Figure 3
Secretariat staff by category as at 30 June 2005
(Percentage)



44. In the Professional category, 69.5 per cent of the staff is concentrated at the P-3 and P-4 grades. Staff at the P-1/P-2 grades comprise 11.2 per cent. In the Director category, D-1 staff represent three quarters of the total (75.7 per cent). In the General Service category, three quarters of the staff (78.1 per cent) are divided among grades G-4, G-5 and G-6.

Figure 4
Grade distribution, Professional and Director categories, as at 30 June 2005
(Population: 4,506)

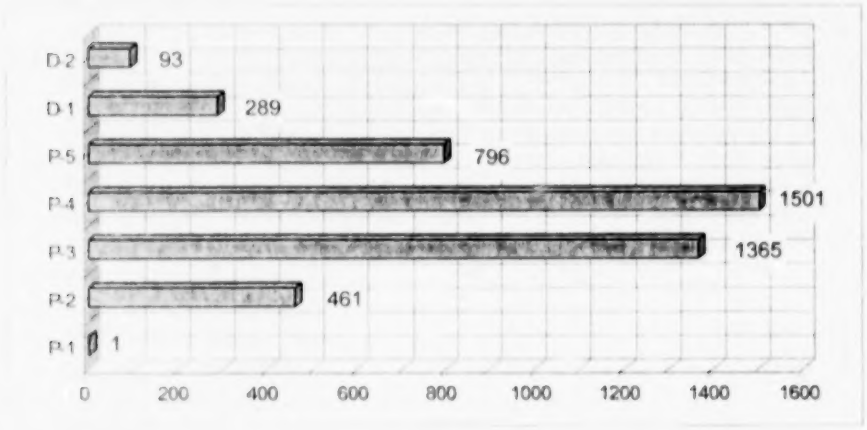
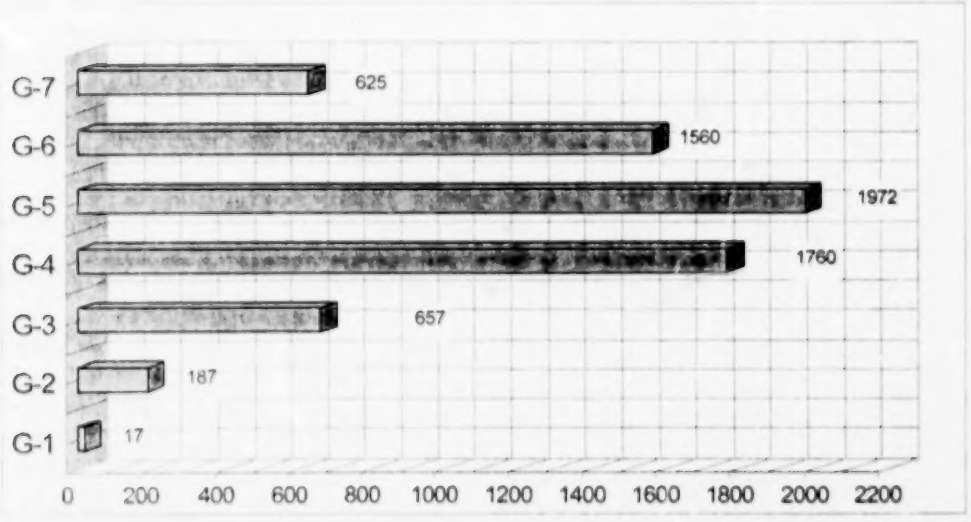


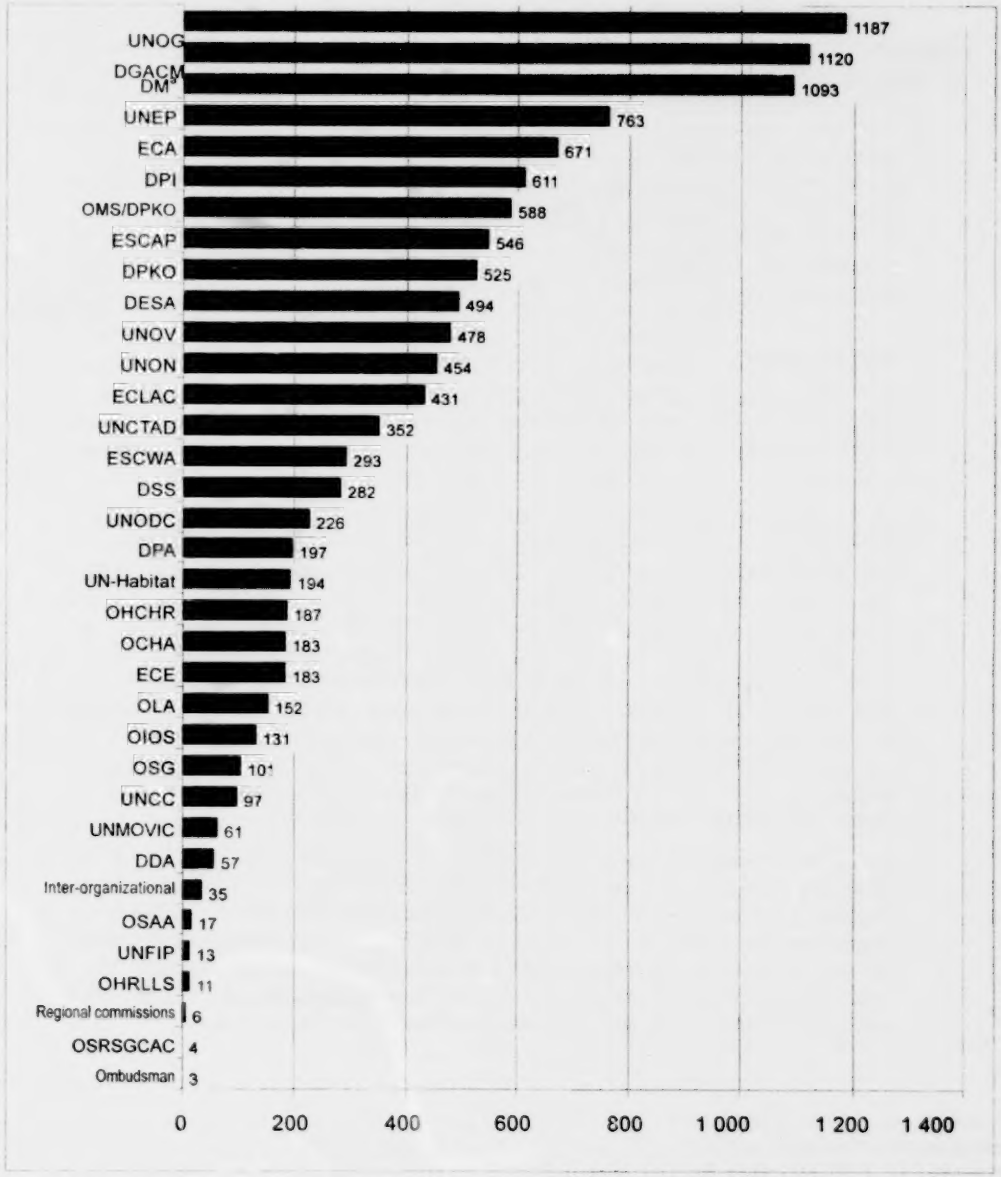
Figure 5
Grade distribution, General Service category, as at 30 June 2005
(Population: 6,778)



Staff by department or office

45. Figure 6 shows the breakdown of staff by department, office or other entity. A total of 8,530 staff (72.6 per cent) of all Secretariat staff serve in 12 departments and offices with more than 450 staff. In terms of staff, the top three departments are the United Nations Office at Geneva (10.3 per cent, or 1,187 staff) and the Department for General Assembly and Conference Management (9.7 per cent, or 1,120 staff) and the Department of Management (9.4 per cent, or 1,093 staff) in New York. Staff at United Nations Headquarters (in New York or directly administered by Headquarters departments) represent 41.8 per cent of all Secretariat staff. Offices away from Headquarters (Geneva, Nairobi, Vienna, Bangkok, Addis Ababa, Santiago and Beirut) and their satellite offices make up 53.3 per cent of the staff, with the largest number at the United Nations Office at Geneva (19.3 per cent). Secretariat staff detailed to field missions comprise 4.9 per cent of the staff.

Figure 6
Number of staff by entity as at 30 June 2005
(Population: 11,746)



[a] The 1,093 staff of the Department of Management include the aggregated data of the Office of the Under-Secretary-General (71), the Office of Programme Planning, Budget and Accounts (278), the Office of Human Resources Management (204 staff), the Office of Central Support Services (528) and the capital master plan office (12).

Staff by nationality

46. More than 72.2 per cent of all staff come from 24 Member States that each have more than 100 nationals as staff members. There are more than 400 nationals in the Secretariat from each of the following six Member States: Ethiopia, France, Kenya, the Philippines, the United Kingdom of Great Britain and Northern Ireland and the United States of America. Inclusion of staff in the General Service and related categories in the statistics increases the number of staff from Member States that host United Nations headquarters or other major offices and regional commissions (Austria, Chile, Ethiopia, Kenya, Lebanon, Switzerland, Thailand and the United States of America). Inclusion of staff in the General Service and related categories also increases the number of Member States represented in the Secretariat by staff of all categories. Of the 191 Member States, 177 are represented in all staff categories as compared with 174 for staff in posts subject to geographical distribution. A total of 14 Member States are unrepresented.[3]

Staff by gender

47. The global gender distribution of Secretariat staff shows an almost evenly balanced female/male staff distribution (51.5/48.5). This figure does not indicate significant differences in gender representation by grade, category and department or office.

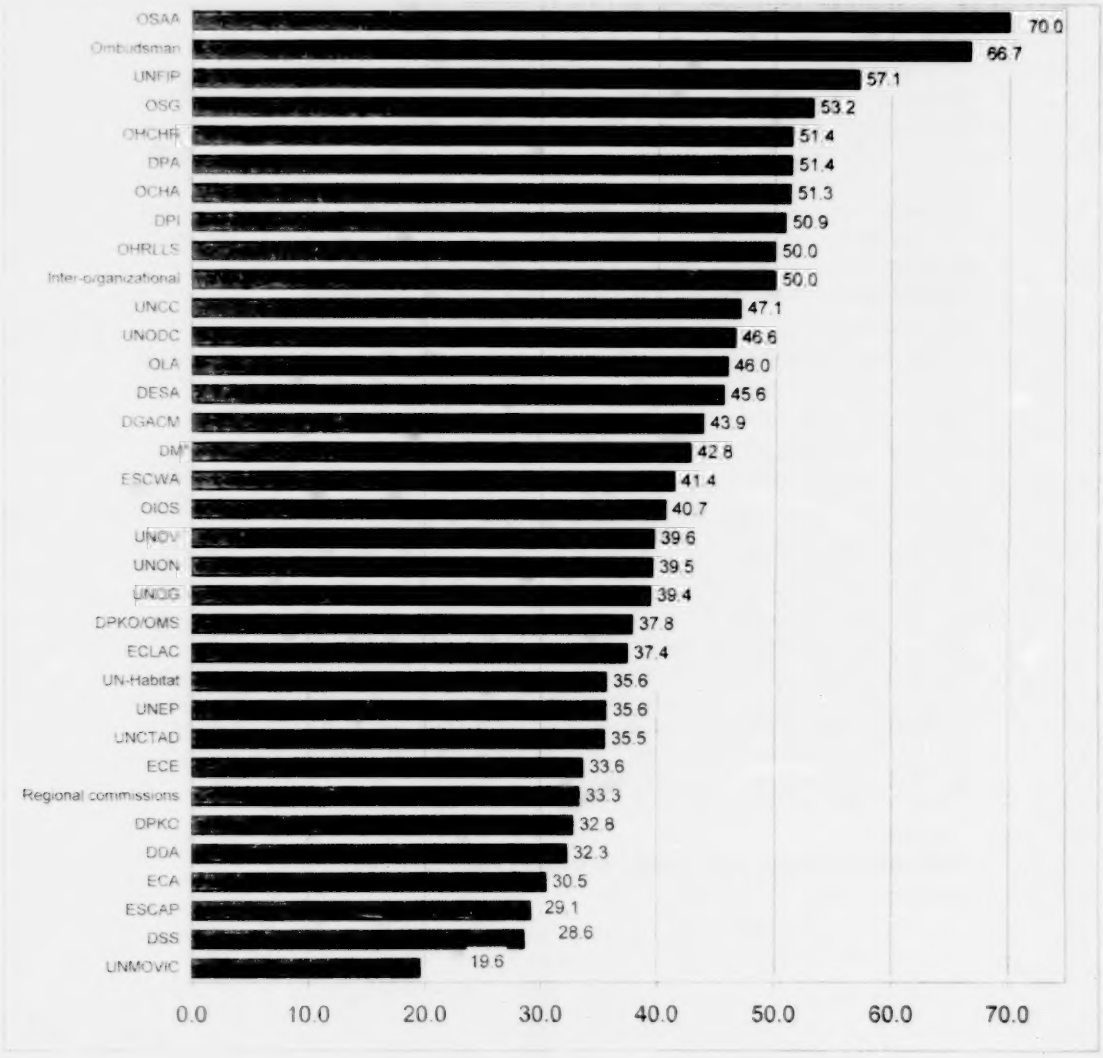
48. In spite of a general increase in all categories, the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low female representation (23.7 per cent of 59 staff). Female staff are also poorly represented in the Director category (33.25 per cent of 382 staff). Currently, the female representation levels in the D-2 and D-1 grades stand at 33.3 per cent and 33.2 per cent respectively. In the Professional category, the proportion of female staff is 41.3 per cent. It is higher at entry levels, where numbers are close to or above the General Assembly mandate of gender parity (53.4 per cent of 461 staff for P-2; 44.9 per cent of 1,365 staff for P-3). Female staff constitute the majority (61.5 per cent of 6,778 staff) in the General Service category. Two specific groups continue to have very low female staffing: the Trades and Crafts category (2.9 per cent of 172 staff) and the Security category (12.1 per cent of 231 staff).

49. Figure 7 indicates that in 10 entities there is either gender parity or the number of women exceeds that of men in the Professional and higher categories. While the Department of Management has not reached gender parity overall, two offices in the Department have done so: the Office of Human Resources Management and the Office of Programme Planning, Budget and Accounts. Eight departments and offices have between 40 and 49 per cent female staff, thirteen have between 30 and 39 per cent female Professionals and three have less than 30 per cent women Professionals.

Figure 7

Female staff representation in the Professional and higher categories as at 30 June 2005

(Percentage)



[a] The Department of Management represents the aggregated percentage for the Office of the Under-Secretary-General (45.2 per cent), the Office of Programme Planning, Budget and Accounts (53.1 per cent), the Office of Human Resources Management (57.7 per cent), the Office of Central Support Services (25.8 per cent) and the capital master plan office (16.7 per cent).

50. The overall ratio of female to male staff in the Professional and higher categories has exceeded the 40 per cent mark (40.4 per cent, or 1,845 out of 4,565 total staff). The percentage of female staff is still below the mandated 50/50 goal of the General Assembly in a majority of departments and offices.

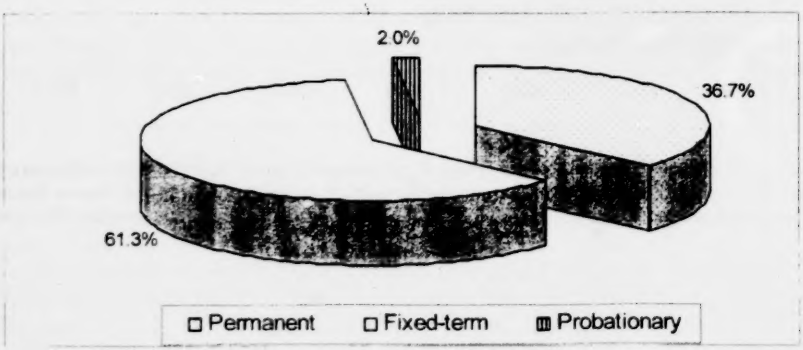
Staff by appointment type

51. The proportion of permanent appointments compared with other types of contracts in the Secretariat is illustrated in figure 8. The proportion of permanent appointments differs by category: 42.7 per cent of Directors (163 staff), 48.7 per cent of Professionals (2,008 staff) and 29.7 per cent of staff in the General Service and related categories (2,135 staff) have permanent appointments. Among staff with permanent appointments, 82.6 per cent are against regular budget posts and 17.4 per cent are against extrabudgetary posts. Of staff who are against regular budget posts, 46.9 per cent have permanent appointments; in contrast, only 18.0 per cent of staff who are against extrabudgetary posts have permanent appointments.

52. The current percentage of permanent appointments for posts subject to geographical distribution is 53.5 per cent (1,380 out of 2,581 staff). The percentage of staff with a probationary appointment stands at 5.5 per cent (144 out of 2,581 staff).

53. The percentage of permanent and fixed-term appointments varies across departments and offices, depending mainly on source of funding. Entities funded mainly from extrabudgetary resources, namely the United Nations Compensation Commission (2.1 per cent), the United Nations Environment Programme (3.3 per cent), the United Nations Monitoring, Verification and Inspection Commission (9.8 per cent), the newly created capital master plan office (8.3 per cent) and the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (9.1 per cent), have the fewest number of permanent appointees among their staff, as compared with those funded mainly from the regular budget, namely the Department for General Assembly and Conference Management (70.1 per cent), the Department of Economic and Social Affairs (59.7 per cent) and the Office of Legal Affairs (52.0 per cent), which have the highest.

Figure 8
Staff distribution by type of appointment as at 30 June 2005
(Population: 11,746)



Staff by age

54. As at 30 June 2005, the average age of the staff was 46 years, which is the same as at 30 June 2004. More than half, 57.0 per cent, of all Secretariat staff are older than 45, 27.5 per cent are younger than 40 and only 4.6 per cent are younger than 30. This pattern is illustrated in figures 9 and 10, which show, respectively, the age distribution of the female and male staff and the distribution of age groups in the Secretariat. Apart from the Under-Secretaries-General and Assistant Secretaries-General (average age 58.7 years), the highest average age is for the Director category (55.0 years). The average age of staff in the Professional category is 46 years. The average age is relatively high at the entry level (37.0 years at the P-2 grade). In the General Service category, the average age is 44.5 years; it is 40.2 years for staff in the Security category and 48.3 years for staff in the Trades and Crafts category.

55. The average age of male Directors exceeds that of female Directors by about four months, while Professional male staff are on average 18 months older than their female colleagues. Male security officers on average are nearly four years older than their female colleagues. For General Service staff, the average age of male staff is about nine months lower than that of female staff.

56. The youngest Professionals are in the Office of the Secretary-General (41.8 years), the Office of Legal Affairs (42.6 years), the Office of the United Nations High Commissioner for Human Rights (43.2 years), the United Nations Compensation Commission (43.9 years) and the Office for the Coordination of Humanitarian Affairs (44.3 years), while the oldest are in the Office of the Special Adviser on Africa (49.2 years), the Economic and Social Commission for Western Asia (48.7 years) and the Department of Public Information (48.4 years). The departments and offices with the lowest overall average ages are the new Department of Safety and Security (41.4 years), ESCWA (43.2 years), the United Nations Office at Nairobi (43.7 years) and the Department of Peacekeeping Operations (44.0 years), while the highest are in the Office of the Special Adviser on Africa (50.0 years), the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (49.8 years), UNMOVIC (49.4 years), the Department of Economic and Social Affairs (48.5 years) and the Department for General Assembly and Conference Management (48.4 years).

Figure 9
Age distribution of staff by gender as at 30 June 2005
(Population: 11,746)

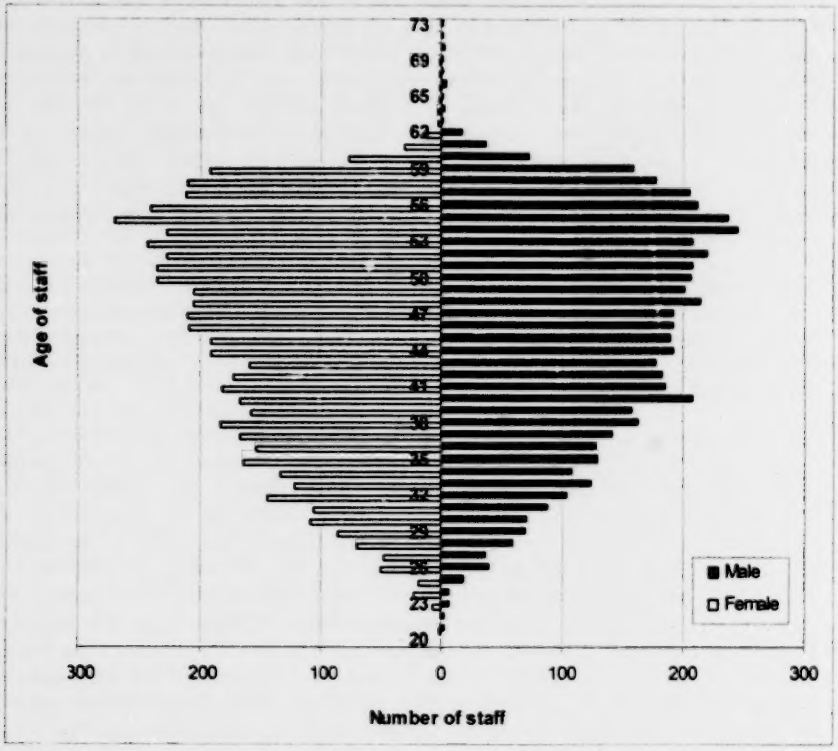
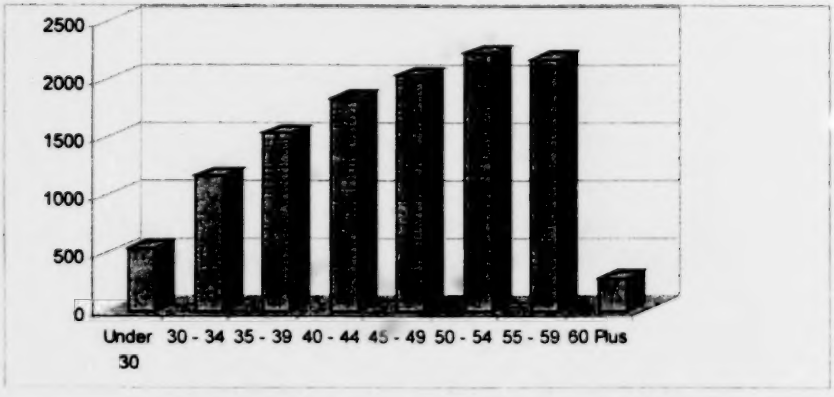


Figure 10
Distribution of age groups in the Secretariat as at 30 June 2005
(Population: 11,746)



Staff by length of service

57. Length of service is an indicator of the experience acquired in the Organization. The average length of service for all staff and all types of appointments is 12.3 years (13.8 years for Directors, 10.6 years for Professionals and 13.2 years for staff in the General Service and related categories).

58. The average length of service for staff with permanent appointments is 20.7 years (23.7 years for Directors, 16.0 years for Professionals and 25.0 years for staff in the General Service and related categories). Longer service time for Directors correlates with their higher average age. The average length of service of staff holding a fixed-term appointment of one year or more is 7.6 years (6.4 years for Directors, 6.1 years for Professionals and 8.2 years for staff in the General Service and related categories). A shorter service time for Professionals and Directors compared to the overall average length of service is associated with higher turnover rates for fixed-term appointees, with shorter career expectations.

59. Average length of service by department and office for all appointments varies from the United Nations Compensation Commission (8.2 years), the Office for the Coordination of Humanitarian Affairs (8.5 years) and UNEP (8.6 years) at the low end to the Department of Economic and Social Affairs (15.7 years), the Department for General Assembly and Conference Management (15.6 years), the United Nations Office at Geneva (14.5 years), the Department of Public Information (14.4 years) and the Economic and Social Commission for Asia and the Pacific (14.3 years) at the high end. A lower than average service duration may reflect a younger staff population, more recent recruits, a higher staff turnover rate, recent establishment of an office, appointments of limited duration or a combination of the above. An average length of service at the departmental or office level that is higher than the Secretariat average length of service reflects an older population with a lower turnover rate.

B. Movements of staff from 1 July 2004 to 30 June 2005

60. The analysis presented below is based on the movements of staff, which include recruitment, separation, promotion and transfer between departments and offices in the population covering staff under the 100 series with appointments of one year or more in the Secretariat during the period from 1 July 2004 to 30 June 2005.[2] This population includes staff in both the Professional and higher categories and the General Service and related categories.

Recruitment of staff

61. Figure 11 illustrates that, between 1 July 2004 and 30 June 2005, 719 staff were recruited in the Secretariat for posts under the 100 series of the Staff Rules with appointments of one year or more in the population considered. In the Professional category (355 staff, 49.4 per cent of all recruitments), the following departments led the way in recruitments: the Department for General Assembly and Conference Management (40 staff, or 11.0 per cent), the Department of Peacekeeping Operations (40 staff, or 11.0 per cent), UNEP (33 staff, or 9.1 per cent), the Department of Management (27 staff, or 7.4 per cent), the Economic Commission for Africa (22 staff, or 6.1 per cent), ESCAP (19 staff, or 5.2 per cent) and the Department of Public Information (18 staff, or 5.0 per cent).

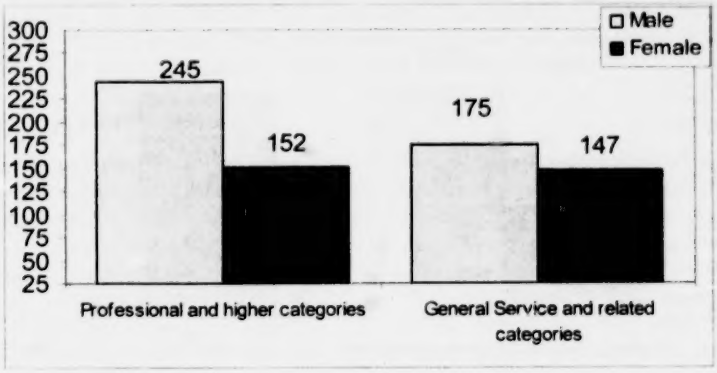
62. A total of 98 recruitments at the P-2 level accounted for 13.6 per cent of all recruitments and for 27.6 per cent of all recruitments in the Professional category. The main departments recruiting staff at the P-2 level were the Department for General Assembly and Conference Management (14 staff, or 14.3 per cent), the Department of Management (8 staff, or 8.2 per cent) and ESCAP, OHCHR and UNEP (7 staff, or 7.1 per cent, each). Among the 27 staff, or 3.8 per cent, recruited in the Director category, 3 each were for UNEP and the Department of Peacekeeping Operations.

63. With respect to the General Service and related categories, 98 staff, or 30.4 per cent, were recruited or extended for periods exceeding one year for security-related work and 14 staff for text-processing functions, which were exempt from the suspension of General Service recruitment. A total of 63 staff, or 19.6 per cent, were recruited by departments or offices that were also exempt from the suspension of recruitment. Seventy-two staff, or 22.4 per cent, were recruited through vacancy announcement initiated prior to 1 January 2004, the effective date of the suspension of recruitment for General Service staff. Sixty-two staff, or 19.3 per cent, with short-term appointments prior to 1 January 2004 were given extensions exceeding one year. Thirteen staff were recruited for operational necessity as exceptions from the suspension of General Service recruitment.

64. Women accounted for 41.6 per cent of all staff recruited (291 women out of 719 staff) during the period from 1 July 2004 to 30 June 2005, compared to 44.5 per cent in the previous reporting period. Among recruitments in the Professional category, 40.6 per cent were women (144 out of 355 recruitments) and in the Director category, recruitment of women amounted to 18.5 per cent (5 out of 27 recruitments). In the General Service and related categories, 147 staff, or 45.7 per cent, were women.

65. The following departments or offices account for 60 per cent of all recruitments: UNEP (10.8 per cent, or 78 staff), the Department of Management (8.5 per cent, or 61 staff), the United Nations Office at Geneva (7.6 per cent, or 55 staff), ESCAP (6.1 per cent, or 44 staff), the Economic Commission for Latin America and the Caribbean (5.4 per cent, or 39 staff), the United Nations Office at Nairobi (5.0 per cent, or 36 staff), the Department of Economic and Social Affairs and ESCWA (4.3 per cent, or 31 staff each) and the Department for General Assembly and Conference Management and the Department of Public Information (3.8 per cent, or 27 staff each). Recruitments comprised fixed-term appointments (81.4 per cent, or 585 staff), new probationary appointments (17.9 per cent, or 129 staff) and permanent appointments (0.7 per cent, or 5 staff).

Figure 11
Recruitments by gender (1 July 2004-30 June 2005)

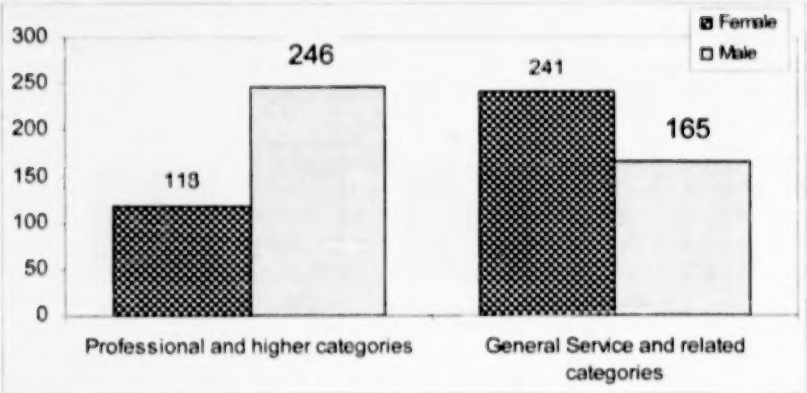


Separation of staff

66. Separation is defined as the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, dismissal for misconduct, termination or abandonment of post. Between 1 July 2004 and 30 June 2005, 770 staff separated, compared with 794 separations registered during the period from 1 July 2003 to 30 June 2004. Among them, 302 were retirements (39.2 per cent), 170 were resignations (22.1 per cent) and 177 were due to expiration of appointments (23.0 per cent). By category, 7.3 per cent were in the Director category and above, 38.8 per cent were Professionals and 52.7 per cent staff were in the General Service and related categories. A total of 38 staff at the P-2 level separated, accounting for 4.9 per cent of all separations and 12.7 per cent of separations at the Professional level. Separations of female staff accounted for 46.6 per cent of all staff departures. As indicated in figure 12, while female staff accounted for 32.4 per cent of separations in the Professional and higher categories, they constituted 59.4 per cent in the General Service and related categories. A majority of staff who separated came from the United Nations Compensation Commission (73), the Department of Management (69), UNEP (58), the Department of Peacekeeping Operations (48), the Department for General Assembly and Conference Management (47), the Office of Mission Support of the Department of Peacekeeping Operations (45), the United Nations Office at Geneva (45) and the Department of Economic and Social Affairs (40).

67. Between 1 July 2004 and 30 June 2005, a total of 170 staff resigned, amounting to 22.1 per cent of all separations. Resignations included 1 Under-Secretary-General, 1 Assistant Secretary-General, 7 Directors, 55 staff in the Professional category and 106 staff in the General Service and related categories. In the Professional category, the majority of resignations were by staff at the P-4 level (36.4 per cent, or 20 staff), followed by P-3s (30.9 per cent, 17 staff) and P-2s (16.4 per cent, 9 staff).

Figure 12
Separations by gender (1 July 2004-30 June 2005)



Promotion of staff

68. Promotion is defined as the movement of staff to a higher grade, except for movement to the Professional category of staff from the General Service and related categories, which is considered recruitment, pursuant to General Assembly resolution 55/258. During the period from 1 July 2004 to 30 June 2005, 1,133 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be almost 55/45 in favour of men as compared with 49/51 in favour of men in 2004. Women comprised 25.6 per cent of the promotions in the Director category, 48.5 per cent in the Professional category and 59.0 per cent in the General Service and related categories.

69. The departments with more than 50 promotions during the period from 1 July 2004 to 30 June 2005 were the Department of Management (164), the Department for General Assembly and Conference Management (138), ECA (113), the Department of Public Information (66), the United Nations Office at Geneva (65) and the United Nations Office at Vienna (58).

Transfer of staff

70. Transfers are defined as lateral staff movements with a change of assignment and involving two departments or offices at one or more duty stations. During the period under review, there were 407 transfers Secretariat-wide. A greater number of transfers by female staff (60.7 per cent of the total) were registered compared to male staff. There were more transfers among staff with fixed-term appointments (70.3 per cent) than among staff with permanent appointments (27.8 per cent) and probationary appointments (2.0 per cent).

71. Most transfers occurred into or out of the Department of Management (47), the Department of Peacekeeping Operations (43), the United Nations Office at Vienna (39), the United Nations Office at Geneva (34), the Department for General Assembly and Conference Management and UNEP (23 each).

72. In section VIII of its resolution 57/305, the General Assembly approved the Secretary-General's proposal contained in his report (A/56/816) on placement of staff members serving in the Executive Office of the Secretary-General and requested him to report on the implementation of the procedure. During the period from 1 July 2004 to 30 June 2005, there were no cases of staff transferred to posts at the same level from the Executive Office of the Secretary-General.

Turnover of staff

73. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the reporting period, with the number of active staff as at 1 July 2004. Turnover rates for 2004/05 are presented in table 10 by category of staff and take into account all causes of separation except expiration of appointment. While the turnover for Directors is 100 per cent higher than that of the staff as a whole, the turnover for staff in the Professional category is close to the overall turnover rate. Current turnover percentages for Professionals and Directors help to open up promotion and recruitment prospects and are central to staff replacement plans.

Table 10
Turnover rates (1 July 2004-30 June 2005)
(Percentage)

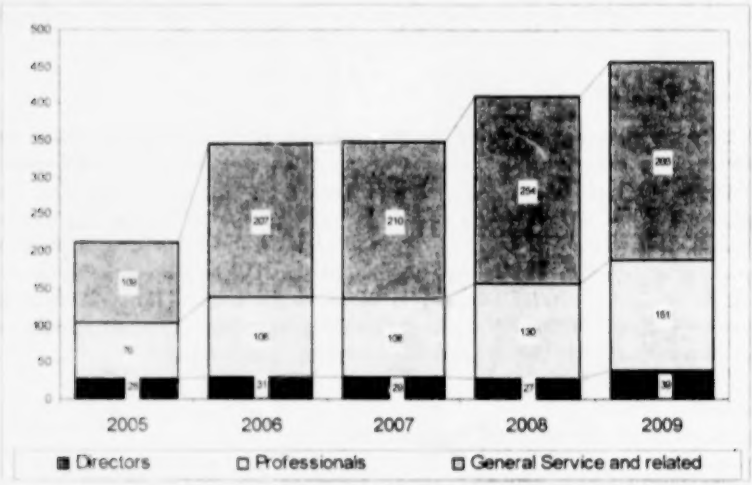
Directors	11.1
Professional category	5.1
General Service and related categories	4.7
Total staff	**5.1**

C. Forecasts of anticipated retirements (2005-2009)

All Secretariat staff

74. A total of 1,773 Secretariat staff will reach the mandatory retirement age during the next five years (14.6 per cent of the current overall workforce). An average of 355 staff will retire each year, ranging from a low of 213 in 2005 to a high of 456 in 2009. Figure 13 indicates that 154 Directors will retire over the five-year period, accounting for 8.7 per cent of all retirements, 573 staff (32.3 per cent) will retire from the Professional category and 1,046 staff (59.0 per cent) will retire from the General Service and related categories. During the period 2005-2009, more women than men will retire (944 women compared to 829 men). In the Professional and higher categories (P-2 to D-2), 61.9 per cent of the retirees will be male. This demographic situation holds important potential for substantial improvement of geographical and gender distribution.

Figure 13
Anticipated retirements by category (2005-2009)
(Total anticipated retirements: 1,773)



75. Retirement rates at the senior levels (P-5, D-1 and D-2) will be important in a number of departments. A comparison of the number of expected retirements at those levels by department and office, based on the present staffing table, is provided below. Departments and offices with a minimum of nine staff at the senior levels have been divided into three groups corresponding to the percentage of their strategic replacement needs in the next five years:

(a) Departments and offices with low strategic replacement needs (less than 25 per cent of their present staff): the United Nations Office at Nairobi (13 per cent), ECLAC (14 per cent), UNEP (15 per cent), the Department of Peacekeeping Operations (16 per cent), the Office of the Secretary-General (18 per cent), UN-Habitat (19 per cent), UNODC and the United Nations Compensation Commission (20 per cent each) and the Department of Safety and Security (22 per cent);

(b) Departments and offices with medium strategic replacement needs (between 25 and 40 per cent of their present staff): the Office of Legal Affairs and ESCAP (32 per cent each), ECA, the Department of Management, the United Nations Conference on Trade and Development and the Department for Disarmament Affairs (33 per cent each), the Office for the Coordination of Humanitarian Affairs (34 per cent), the Department of Political Affairs and the Office of Mission Support of the Department of Peacekeeping Operations (36 per cent each) and OHCHR (39 per cent);

(c) Departments and offices with high strategic replacement needs (over 40 per cent of their present staff): UNMOVIC (42 per cent), the Economic Commission for Europe (43 per cent), the United Nations Office at Vienna (45 per cent), the Department for General Assembly and Conference Management and the Department of Economic and Social Affairs (46 per cent each), the United Nations Office at

Geneva (48 per cent), the Department of Public Information (50 per cent) and ESCWA (52 per cent).

76. Monitoring of expected staff retirements in the P-5, D-1 and D-2 grades helps to forecast staff replacement requirements. Replacement needs for the P-5 grade for the coming five years are 29.6 per cent of their present number. At the D-2 and D-1 grades they are higher — 39.0 per cent. This is illustrated in table 11.

Table 11
Replacement needs owing to retirement at the D-1/D-2 and P-5 grades (2005-2009)

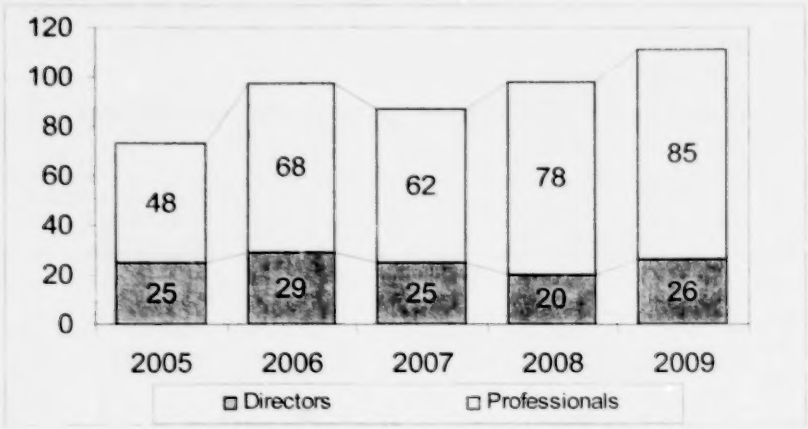
	All posts			*Posts subject to geographical distribution*		
Year	*D-1/D-2*	*P-5*	*Total*	*D-1/D-2*	*P-5*	*Total*
2005	28	40	**55**	25	24	**49**
2006	31	47	**92**	29	29	**58**
2007	29	46	**82**	25	25	**50**
2008	27	50	**71**	20	33	**53**
2009	39	53	**76**	26	30	**56**
Total	**149**	**236**	**376**	**125**	**141**	**266**

Staff occupying posts subject to geographical distribution

77. Of the current 2,581 staff on posts subject to geographical distribution, 466 will retire between 2005 and 2009 (18.1 per cent). Retirements will average 93 staff members a year, ranging from a low of 73 in 2005 to a high of 111 in 2009. Figure 14 indicates the breakdown between the Director and Professional categories.

78. All staff on posts subject to geographical distribution from one Member State[4] will retire in the next five years, while six Member States[5] will see their current staff reduced by more than 50 per cent as a result of retirement. A total of 58 Member States[6] will have their staff reduced by between 20 and 50 per cent, 25 Member States[7] by 10 to 20 per cent and 14 countries[8] by 1 to 10 per cent. There will be no retirements for staff from 68 Member States in the next five years. Seventeen Member States[9] are currently unrepresented.

Figure 14
Anticipated retirements by category for staff in posts subject to geographical distribution (2005-2009)
(Total anticipated retirements: 466)



V. Implementation of human resources action plans

79. Human resources action plans were established in 1999 throughout the Secretariat under the central authority of the Office of Human Resources Management pursuant to General Assembly resolution 53/221. In accordance with the request of the Assembly in its resolution 57/305 to report annually on progress made by departments in the implementation of their human resources action plans, and further to the overview of human resources planning activities provided by the Secretary-General in his reports to the Assembly on the composition of the Secretariat (A/58/666) and human resources management reform (A/59/263), the present report contains the latest relevant information on the progress achieved in this area during the third planning cycle, which commenced on 1 January 2003 and was completed on 31 December 2004.

80. In the third planning cycle, the Office of Human Resources Management refined the targets in human resources action plans and aligned them more closely with departmental operational targets. The action plans included 32 measurable performance indicators and targets (versus 28 in the second cycle) in eight human resources management areas, namely, vacancy management, geographical representation, female representation, staff mobility, rejuvenation of the Secretariat, performance appraisal, staff development and staff-management relations. Twenty-six departments and offices of the Secretariat participated in the third planning cycle.[10] These improvements are consistent with the recommendations of the Office of Internal Oversight Services (see A/57/726).

81. The median target achievement score for all participating departments and offices reached 70.5 per cent. In all, 11 departments (42 per cent) achieved 70 to 80 per cent of their targets; 5 departments (19 per cent), 60 to 70 per cent and 5 departments (19 per cent), 50 to 60 per cent. The score of 80 per cent was exceeded

by two departments, while one department showed the lowest performance of below 50 per cent. In total, 14 departments (51 per cent) achieved scores of 70 per cent and above, with 25 departments (96 per cent) achieving more than 50 per cent of targets.

82. The performance of participating departments and offices in the third cycle is summarized in table 12 for 12 key targets. Only one target was met by all departments (reduction of average age at recruitment for all staff). Two targets were met by over 85 per cent of the departments (improvements of the mobility index and selection of at least 50 per cent women). The performance on seven targets exceeded, achieved or fell within the acceptable 20 per cent range for more than 50 per cent of departments. The analysis of individual targets shows that the highest percentage (46 per cent) of departments meeting the target was for 50 per cent female representation among staff at the Professional and higher categories. Two targets — management of the vacancy rate for extrabudgetary posts in the Professional and higher categories and reduction of the number of staff with seniority in grade of more than five years at the P-2 level who were recruited through national competitive exams and General Service to Professional exams — were achieved by 42 per cent of departments. The target of balancing geographical recruitments was met by 19 per cent of the departments and the target of limiting recruitment from overrepresented Member States was met by 15 per cent.

Table 12
Performance of departments and offices by key targets during the third planning cycle

	Departments that met target or were within acceptable range[a]		*Departments that did not meet target*	
Target	*Number*	*Percentage*	*Number*	*Percentage*
Vacancy management				
Management of vacancy rate for all regular budget posts	18	69.20	8	30.80
Management of vacancy rate for regular budget posts in the Professional and higher categories	13	50.00	13	50.00
Management of vacancy rate for all extrabudgetary posts	13	65.00	7	35.00
Management of vacancy rate for extrabudgetary posts in the Professional and higher categories	8	42.10	11	57.90
Geographical representation				
Balancing geographical recruitments	5	19.20	21	80.80
Limiting recruitments from overrepresented Member States	4	15.40	22	84.60
Female representation				
Increasing female representation of staff in the Professional and higher categories	12	46.20	14	53.80
Selection of women — all categories	22	84.60	4	15.40

Target	Departments that met target or were within acceptable range[a]		Departments that did not meet target	
	Number	Percentage	Number	Percentage
Staff mobility				
Improvement of mobility index	23	88.5	3	11.5
Rejuvenation of the Secretariat				
Reduction of average age at recruitment — all staff	26	100.00	0	0.00
Reduction in number of staff at the P-2 level recruited through national competitive or G-to-P exams with seniority in grade of more than five years	11	42.30	15	57.70
Performance appraisal				
Compliance with the Performance Appraisal System	13	50.00	13	50.00

[a] "Acceptable range" is the flexibility applied to target achievement performance in the third human resources action plan cycle. Any performance score within 20 per cent of the target is deemed as falling within the acceptable range.

83. In filling vacant posts subject to geographical distribution, the target for each department was to balance the recruitment from unrepresented or underrepresented Member States with the recruitment from Member States that were within the desirable range and to limit recruitment from overrepresented Member States, taking into account Article 101.3 of the Charter. During the cycle, five departments recruited almost the same number of candidates from unrepresented or underrepresented Member States as from Member States that were within range.

84. For female staff representation, the two targets were to maintain gender balance or increase representation towards the achievement of gender balance and to choose female candidates in at least 50 per cent of selection decisions, taking into account the requirements of Article 101.3 of the Charter. Gender representation for all categories of staff improved in 14 departments (53.8 per cent) during the third cycle, with 14 reaching gender balance. For staff in the Professional and higher categories, gender representation improved in 13 departments (50 per cent) during the third cycle, while 4 departments and offices (15.4 per cent) attained gender balance. In the Director and higher categories, the situation improved in 16 departments (61.5 per cent), with 7 reaching gender parity. Twenty departments met the target of choosing female candidates in at least 50 per cent of all selections (for all staff and all budgetary sources).

85. The mobility target for the third cycle was to maintain departmental mobility indexes above the Secretariat average of 10.6 per cent attained in 2000 (promotion index of 7.5 per cent and transfer index of 3.1 per cent). At the end of the cycle, 23 departments (88.5 per cent) reached or exceeded the mobility index target of 10.6 per cent. The overall mobility index for the Secretariat as a whole increased to 15.3 per cent.

86. In comparison with the second human resources action planning cycle, more departments and offices in the third cycle have met planning targets in such areas as

reducing the vacancy rate, improving the mobility index and reducing the average age at recruitment. However, as evidenced in table 13, fewer departments met the following targets: limiting recruitment of staff from overrepresented Member States, increasing female staff representation among staff in the Professional and higher categories, selection of women in all categories and compliance with the Performance Appraisal System.

Table 13
Comparative Secretariat performance by key target during the second and third planning cycles

	Departments that met target or were within acceptable range (percentage)	
Target	*Second cycle*	*Third cycle*
Vacancy management		
Management of vacancy rate for all regular budget posts	65.4	69.2
Management of vacancy rate for regular budget posts in the Professional and higher categories	34.6	50.0
Management of vacancy rate for all extrabudgetary posts	50.0	65.0
Management of vacancy rate for extrabudgetary posts in the Professional and higher categories	44.4	42.1
Geographical representation		
Balancing geographical recruitments	-	19.2
Limiting recruitments from overrepresented Member States	52.9	15.4
Female representation		
Increasing female representation of staff in the Professional and higher categories	61.5	46.2
Selection of women — all categories	88.5	84.6
Staff mobility		
Improvement of mobility index	69.2	88.5
Rejuvenation of the Secretariat		
Reduction of average age at recruitment — all staff	100.0	100.0
Reduction in number of staff at the P-2 level recruited through national competitive or G-to-P exams with seniority in grade of more than five years	-	42.3
Performance appraisal		
Compliance with the Performance Appraisal System	80.8	50.0

87. The Office of Human Resources Management continues to improve human resources action planning. In the current fourth cycle, which commenced on 1 January 2005 and will last to the end of 2006, the number of measurable targets and performance indicators was increased to allow better and more detailed monitoring of departmental progress. One additional department (the Department of Safety and Security) is participating in the fourth cycle planning exercise, bringing the total number of participating departments and offices to 27.

88. In May 2005, the Secretary-General established the Management Performance Board (ST/SGB/2005/13), which is tasked, among other responsibilities, with monitoring the manner in which senior managers exercise all aspects of the authority that has been delegated to them, including their performance in achieving objectives contained in human resources action plans. This measure is expected to enhance the implementation by departments and offices of their action plans in the fourth cycle.

VI. Conclusion

89. The General Assembly is invited to take note of the present report.

Notes

[1] Administration; finance; human rights; humanitarian affairs; public information; security; and social affairs.

[2] The following two populations have been defined for analytical purposes:

Population 1: all Secretariat personnel, irrespective of source of funding, holding an appointment of one year or more under the 100 series of the Staff Rules, with the exception of mission appointees, Field Service staff and language teachers, National Officers and public information assistants. As at 30 June 2005, the size of this population was 11,746, which includes the following categories:

- Under-Secretary-General and Assistant Secretary-General
- Director (D-2) and Principal Officer (D-1), herein referred to as the Director category
- Senior, First, Second, Associate and Assistant Officer (P-5, P-4, P-3, P-2 and P-1), herein referred to as the Professional category
- General Service (G-7 to G-1) and related categories (Security Service and Trades and Crafts), herein referred to as the General Service and related categories

Population 2: all Secretariat staff, irrespective of source of funding, with the same restrictions as population 1, in the Professional and higher categories (4,565).

[3] Angola, Brunei Darussalam, Comoros, Kiribati, Liechtenstein, Marshall Islands, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and United Arab Emirates.

[4] Chad.

[5] Gambia, Iran (Islamic Republic of), Lesotho, Oman, Sierra Leone, United Republic of Tanzania.

[6] Afghanistan, Bangladesh, Barbados, Belarus, Belgium, Burkina Faso, Burundi, Cambodia, Cape Verde, Chile, Congo, Costa Rica, Ecuador, Egypt, El Salvador, Equatorial Guinea, Finland, Guatemala, Guyana, Haiti, Iraq, Ireland, Jamaica, Jordan, Lebanon, Liberia, Malawi, Malaysia, Mali, Malta, Mexico, Nepal, Netherlands, Nigeria, Pakistan, Panama, Peru, Philippines, Poland, Russian Federation, Saudi Arabia, Senegal, Singapore, Somalia, Sudan, Suriname, Sweden, Switzerland, Syrian Arab Republic, Thailand, Turkey, Uganda, Ukraine, United Kingdom of Great Britain and Northern Ireland, United States of America, Viet Nam, Yemen and Zambia.

[7] Algeria, Benin, Bhutan, Cameroon, Canada, China, Colombia, Cuba, Czech Republic, Democratic Republic of the Congo, Dominican Republic, Eritrea, Ethiopia, France, Germany, Ghana, India, Kenya, Morocco, New Zealand, Saint Kitts and Nevis, Slovenia, Sri Lanka, Togo and Trinidad and Tobago.

[8] Argentina, Australia, Austria, Brazil, Côte d'Ivoire, Denmark, Greece, Israel, Italy, Japan, Republic of Korea, Romania, Spain and Venezuela (Bolivarian Republic of).

[9] Angola, Bahrain, Brunei Darussalam, Comoros, Guinea-Bissau, Kiribati, Liechtenstein, Marshall Islands, Mauritius, Monaco, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, Turkmenistan and United Arab Emirates.

[10] The Department for Disarmament Affairs; the Department of Economic and Social Affairs; the Department for General Assembly and Conference Management; the Office of Central Support Services, the Office of Human Resources Management, the Office of Programme Planning, Budget and Accounts, the Office of the Under-Secretary-General of the Department of Management; the Department of Political Affairs; the Department of Public Information; the Department of Peacekeeping Operations; ECA; ECE; ECLAC; ESCAP; ESCWA; UN-Habitat; the Office for the Coordination of Humanitarian Affairs; OHCHR; the Office of Internal Oversight Services; the Office of Legal Affairs; UNCTAD; UNEP; UNODC; the United Nations Office at Geneva; the United Nations Office at Nairobi; and the United Nations Office at Vienna.

Annex

Comprehensive statistical tables

Table A.1
Staff in posts subject to geographical distribution
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total		
Afghanistan	2										1		1									2	6.54	2-14
Albania	4	3											1					3			3	4	6.01	1-14
Algeria	6	2								1	1		1		1	1					2	5	7.75	3-14
Andorra	1	1															1					1	5.94	1-14
Angola	1																						6.23	1-14
Antigua and Barbuda	1	1												1							1	1	5.91	1-14
Argentina	29	17	1				1			3	3		2	5	1	3	5	7			18	31	21.43	17-26
Armenia	5						1								3		1					5	5.96	1-14
Australia	40	18						1	1	1	9	5	4		2	4	8	12			23	47	30.82	26-36
Austria	24	12									1	1	2	3	4	5	6	4			13	26	19.27	14-24
Azerbaijan	4	3												1	2			2			3	5	6.12	1-14
Bahamas	9	7												1	1	5	1	1			7	9	6.07	1-14
Bahrain																							6.34	2-14
Bangladesh	10		1						1		5		3									10	9.10	4-14
Barbados	2	2										2									2	2	6.02	1-14
Belarus	11								3				4		3							10	6.35	2-14
Belgium	30	13					2		3	3	4	2	3	5	6	5	1				15	34	22.55	18-27
Belize	3	1											1			1	1				1	3	5.89	1-14
Benin	4										2		1		1		1					5	6.08	1-14
Bhutan	4								1		1		2		1							5	5.93	1-14
Bolivia	7	3										1			4	1		1			3	7	6.20	1-14
Bosnia and Herzegovina	6	2									1				2		1	2			2	6	5.99	1-14
Botswana	1																	1			1	1	6.09	1-14
Brazil	36	10					1		2	1	7	2	7	4	4	4	1	3			14	36	33.37	26-38
Brunei Darussalam																							6.40	2-14
Bulgaria	15	5							1		2	2	5	2		2					6	14	6.29	1-14
Burkina Faso	4	3							1	1				1		1					3	4	6.18	1-14
Burundi	6	1									1		1	1	4						1	7	6.04	1-14
Cambodia	3	1											1	1							1	2	6.20	1-14
Cameroon	15	6							1		3	1	4	1	1	3					5	14	6.34	2-14
Canada	51	22		2					2	2	11	4	13	13	3	3		1			25	54	49.88	42-57
Cape Verde	4										1		2		1							4	5.89	1-14
Central African Republic	4										1		1				1					3	5.97	1-14
Chad	2										1		1									2	6.09	1-14
Chile	25	10			1				2	2			2		4	3	7	2			7	23	9.65	5-14
China	57	33	1				1	1	2	2	8	2	5	5	3	12	5	12			34	59	66.06	56-76
Colombia	11	3	1							1	2		2	2	1	1					4	10	9.24	4-14
Comoros																							5.90	1-14
Congo	3												2		1							3	5.97	1-14
Costa Rica	4	2							1	1				1	1						2	4	6.42	2-14
Côte d'Ivoire	10								1		2		3		4							10	6.41	2-14
Croatia	7	4										1		2	2	1	1				4	7	6.53	2-14
Cuba	6	2										1	1		2	1	1				2	6	6.77	2-14
Cyprus	3										1				1		1					3	6.48	2-14
Czech Republic	6	2					1				1	2	2					1			3	7	8.90	4-14
Democratic People's Republic of Korea	1														1							1	6.51	2-14
Democratic Republic of the Congo	6	3											1	1		1	3				2	6	7.16	2-14
Denmark	16	7					1				1	2	3	1	2	4					7	14	17.04	12-22
Djibouti	6	1									2				2	1	1				1	6	5.90	1-14
Dominica	3														3							3	5.88	1-14

Table A.1
Staff in posts subject to geographical distribution
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total		
Dominican Republic	6	1									1		3					1			1	5	6.60	2-14
Ecuador	6	2								1			1		3	1					2	6	6.44	2-14
Egypt	14	5		1			1		1	1	6		2	1	1	1		1			5	16	9.32	5-14
El Salvador	8	4									1			1	3	2					3	7	6.35	2-14
Equatorial Guinea	2												2									2	5.91	1-14
Eritrea	6	2									1		1		2	2					2	6	5.97	1-14
Estonia	4	2													1	2	1				2	4	6.08	1-14
Ethiopia	19	6					1		1	1			4	3	1	2	6				6	19	7.61	3-14
Fiji	9	7													2	1	1	5			6	9	5.94	1-14
Finland	17	6					1		1		2	1	3	1	1	2	2	1			5	15	14.19	9-19
France	105	50	1				2		6	9	15	7	16	13	9	12	12	14			55	116	100.04	85-115
Gabon	2														2							2	6.03	1-14
Gambia	4	1					1				1			1							1	3	5.91	1-14
Georgia	3										1		1									2	6.01	1-14
Germany	137	51	1			1	2	2	13		20	11	19	16	15	17	16	10			57	143	141.05	120-162
Ghana	13	5	1						2		2	3	3	2							5	13	6.41	2-14
Greece	9	4								1	4	1		1	1	1	2				4	11	14.27	9-19
Grenada	2														2							2	5.88	1-14
Guatemala	3	2										1			1	1					2	3	6.60	2-14
Guinea	2												1		1		1					3	6.11	1-14
Guinea-Bissau																							5.91	1-14
Guyana	13	11						1	2				1	3		4		2			10	13	5.90	1-14
Haiti	3	2											1	2							2	3	6.10	1-14
Honduras	2												1		1							2	6.10	1-14
Hungary	9	2								1	2		4	1	1						2	9	8.02	3-14
Iceland	5	1									1		2		1		1	1			1	6	6.39	2-14
India	47	18	1					2	4	2	6		6	8	8	3	3	4			19	47	36.31	31-42
Indonesia	13	6										1	1	1	3	3	4	3			8	16	12.89	8-18
Iran (Islamic Republic of)	9	6							1	2	2	2				1					5	8	9.79	5-15
Iraq	6	3							2	1	1		1	1		1					3	7	6.74	2-14
Ireland	15	5				1			1		4	1	2	3		1	3				6	16	11.34	7-16
Israel	8	4								1	1	2			2		3	1			4	10	13.20	8-18
Italy	102	52	1		1		2	1	1		6	4	15	10	18	27	11	8			50	105	82.35	70-95
Jamaica	13	8				1					1	1	1	5	2	2	2				9	15	6.04	1-14
Japan	110	64	1				1	1	2	1	6	8	17	24	16	21	2	11			66	111	308.45	262-355
Jordan	8	2									1	1	4		2	1					2	9	6.16	1-14
Kazakhstan	7	3													2	1	2	2			3	7	6.57	2-14
Kenya	24	14							1	1	4	4	2	2	2	8					15	24	6.75	2-14
Kiribati																							5.88	1-14
Kuwait	1	1						1													1	1	8.42	4-14
Kyrgyzstan	5	2										1			1		2	1			2	5	5.99	1-14
Lao People's Democratic Republic	1												1									1	6.01	1-14
Latvia	3	1													2	1	1				1	4	6.14	1-14
Lebanon	15	5					1				2		1	2	4	2	1				4	13	6.31	2-14
Lesotho	3	3												2		1					3	3	5.92	1-14
Liberia	6	5								1	1	2		1		1					5	6	5.95	1-14
Libyan Arab Jamahiriya	2								1				1									2	8.02	3-14
Liechtenstein																							5.94	1-14
Lithuania	4	2												1	2	1					2	4	6.31	2-14
Luxembourg	5	1											2		1	1					1	4	7.06	2-14

Table A.1
Staff in posts subject to geographical distribution
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total		
Madagascar	3	1									1		1		1	1					1	4	6.31	2-14
Malawi	4										1		1		1							3	6.16	1-14
Malaysia	8	4			1				1		1	3			2			1			4	9	9.54	5-14
Maldives	1														1							1	5.89	1-14
Mali	8	2					1		2		1		2			1					1	7	6.19	1-14
Malta	1						1											1			1	2	6.09	1-14
Marshall Islands																							5.88	1-14
Mauritania	3												2		1							3	5.95	1-14
Mauritius	2																						6.06	1-14
Mexico	16	9					1	3	2	1	1	2	2	1	1	2	2	1			10	19	37.19	32-43
Micronesia (Federated States of)	1														1							1	5.88	1-14
Monaco																							5.91	1-14
Mongolia	5	2											1	2	2						2	5	5.94	1-14
Morocco	7	4								1	2	1		1		1					4	6	7.27	2-14
Mozambique	3								1		1						1					3	6.31	2-14
Myanmar	4												2				2	1			1	5	7.12	2-14
Namibia	3	1			1									1	1						1	3	6.00	1-14
Nauru																							5.88	1-14
Nepal	9										1		7		1							9	6.51	2-14
Netherlands	30	6					1		3		7	2	11	4	1	2					8	31	32.24	27-37
New Zealand	10	5			1			2	1		1	2	1	2	3	2					8	15	9.35	5-14
Nicaragua	6	4											1	2	1	2					4	6	6.00	1-14
Niger	3	2						1						1			1				2	3	6.18	1-14
Nigeria	17	3							3		3		3	1	2	1	1				2	14	9.37	5-14
Norway	8	3	1								2	1		1	1	1		2			5	9	16.42	12-21
Oman	3	1					1			1							1				1	3	7.00	2-14
Pakistan	17	5				1	2		2		1	1	3	3	2	1		1			7	17	10.14	5-15
Palau																							5.88	1-14
Panama	2	1					1							1							1	2	6.23	1-14
Papua New Guinea	3												1		1		1					3	6.04	1-14
Paraguay	3	2												1	1			2			3	4	6.18	1-14
Peru	12	3					1		2	1	1		3	2	2						3	12	7.89	3-14
Philippines	51	35									1	9	6	10	9	11		3			33	49	9.13	4-14
Poland	11	2							2		1	2	3		2		1				2	11	13.80	9-19
Portugal	8	4									1		1		2	2		3			5	9	13.33	9-18
Qatar	1														1							1	6.87	2-14
Republic of Korea	27	9	1						1		2	1	7	5	7	4	2	1			11	31	34.56	29-40
Republic of Moldova	1								1													1	5.97	1-14
Romania	11	3							1				2		5	3		1			4	12	7.26	2-14
Russian Federation	106	14	1				3		13	1	18	3	36	5	18	5	1				14	104	25.91	21-31
Rwanda	5												1		2		2					5	6.08	1-14
Saint Kitts and Nevis	5	3										1	1	1		2	1				4	6	5.88	1-14
Saint Lucia	2	1											1			1					1	2	5.90	1-14
Saint Vincent and the Grenadines	3	1												1	2						1	3	5.88	1-14
Samoa																							5.88	1-14
San Marino	2	2																2			2	2	5.91	1-14
Sao Tome and Principe																							5.88	1-14
Saudi Arabia	7	6								1				3	1			1			5	6	17.38	13-22
Senegal	15	3					2		2		2	1	1		2	3					4	13	6.19	1-14
Serbia and Montenegro	7	1									2		3		2	1					1	8	6.38	2-14

Table A.1
Staff in posts subject to geographical distribution
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total		
Seychelles	3	1							1				1			1					1	3	5.90	1-14
Sierra Leone	4	3						1				2			1						3	4	6.00	1-14
Singapore	10	5			1		1		1	2	1			2	1	1					5	10	11.93	7-17
Slovakia	5	1		1									4		1						1	6	6.77	2-14
Slovenia	5	3			1		1									3					3	5	7.17	2-14
Solomon Islands	1														1							1	5.89	1-14
Somalia	4	1									1	1	1								1	3	6.06	1-14
South Africa	12	3									4	1	3	1	4	1					3	14	11.39	7-16
Spain	49	24							1		3	2	10	6	14	12	2	5			25	55	45.61	39-52
Sri Lanka	8	4											4	1		1					2	6	6.58	2-14
Sudan	6	1							1		1		4	1		1					2	8	6.77	2-14
Suriname	3	1											1	1			1				1	3	5.89	1-14
Swaziland	4	2											1			2					2	3	5.92	1-14
Sweden	30	19			1	1		1	1		6	3	2	1	1	5		9			20	31	21.43	17-26
Switzerland	11	5	1						2	1	1		3	1		3	3	3			8	18	24.46	20-29
Syrian Arab Republic	9	5							2		1		2	2		4					6	11	6.86	2-14
Tajikistan	1																1					1	6.02	1-14
Thailand	17	9							1	1	1	1	3	4	1	2	1				8	15	10.48	6-15
The former Yugoslav Republic of Macedonia	4	1													3	1					1	4	6.00	1-14
Timor-Leste																							5.90	1-14
Togo	7										1		1				3					5	6.01	1-14
Tonga	1	1																1			1	1	5.88	1-14
Trinidad and Tobago	12	9						1		1				1	1	6	2				9	12	6.23	1-14
Tunisia	10	2			1				1	1	1		2	1	1						2	8	6.58	2-14
Turkey	11	5							2	2	1			1	2	2	2				5	12	13.18	8-18
Turkmenistan																							6.05	1-14
Tuvalu	1												1									1	5.88	1-14
Uganda	22	8				1	1		2		4	1	2	3	3	3	1				8	21	6.58	2-14
Ukraine	19	2							2		5		7		3	2					2	19	7.47	3-14
United Arab Emirates																							9.58	5-14
United Kingdom of Great Britain and Northern Ireland	104	45	2		2		3	1	8	2	21	13	15	12	9	12	2	6			46	108	101.52	86-117
United Republic of Tanzania	10	6		1							1	1	1	2	2	1					5	9	6.79	2-14
United States of America	313	171	1		1	1	3	2	14	24	37	37	45	52	28	31	13	23			170	312	351.14	298-404
Uruguay	8	4						1			2		1	1		1		1			4	7	6.66	2-14
Uzbekistan	1																2	2			2	4	6.66	2-14
Vanuatu	1								1													1	5.88	1-14
Venezuela (Bolivarian Republic of)	10	4					1			1	1	1	3	1	2	1	1	1			5	13	9.08	4-14
Viet Nam	3	1									1		1	1							1	3	8.02	3-14
Yemen	2										1	1									1	2	6.41	2-14
Zambia	7	1							1		1		1		1	1	1				1	6	6.15	1-14
Zimbabwe	13	5									3	2	1	1	4	2					5	13	6.25	1-14
Subtotal	***2 513***	***1 063***	***17***	***5***	***12***	***7***	***44***	***23***	***139***	***82***	***314***	***174***	***423***	***300***	***346***	***331***	***174***	***188***			***1 110***	***2 579***		
Others																								
Palestine																								
Stateless	2						1						1									2		
Subtotal	***2***						***1***						***1***									***2***		
Total	**2 515**	**1 063**	**17**	**5**	**12**	**7**	**45**	**23**	**139**	**82**	**314**	**174**	**424**	**300**	**346**	**331**	**174**	**188**			**1 110**	**2 581**		

Table A.2
Staff in posts subject to geographical distribution by nationality and type of appointment

Country of nationality	30 June 2004					30 June 2005				
	Type of appointment				Fixed-term (percentage)	Type of appointment				Fixed-term (percentage)
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	2			2		2			2	
Albania	2	1	1	4	25.0	2	1	1	4	25.0
Algeria	2		4	6	66.7	1		4	5	80.0
Andorra		1		1			1		1	
Angola	1			1						
Antigua and Barbuda	1			1		1			1	
Argentina	12	5	12	29	41.4	15	4	12	31	38.7
Armenia	4		1	5	20.0	4		1	5	20.0
Australia	7	13	20	40	50.0	7	19	21	47	44.7
Austria	10	6	8	24	33.3	14	3	9	26	34.6
Azerbaijan	2	1	1	4	25.0	2	2	1	5	20.0
Bahamas	8	1		9		8	1		9	
Bahrain										
Bangladesh	4		6	10	60.0	4		6	10	60.0
Barbados	2			2		2			2	
Belarus	10		1	11	9.1	9		1	10	10.0
Belgium	18		12	30	40.0	18		16	34	47.1
Belize	3			3		3			3	
Benin	1		3	4	75.0	1	1	3	5	60.0
Bhutan	4			4		4		1	5	20.0
Bolivia	5		2	7	28.6	5		2	7	28.6
Bosnia and Herzegovina	3	1	2	6	33.3	4		2	6	33.3
Botswana	1			1			1		1	
Brazil	17	3	16	36	44.4	17	2	17	36	47.2
Brunei Darussalam										
Bulgaria	5		10	15	66.7	3		11	14	78.6
Burkina Faso	1		3	4	75.0	1		3	4	75.0
Burundi	4		2	6	33.3	5		2	7	28.6
Cambodia	1		2	3	66.7	1		1	2	50.0
Cameroon	4		11	15	73.3	4		10	14	71.4
Canada	11		40	51	78.4	11		43	54	79.6
Cape Verde	3		1	4	25.0	3		1	4	25.0
Central African Republic	3		1	4	25.0	3			3	
Chad	2			2		2			2	
Chile	16		9	25	36.0	16		7	23	30.4
China	26	8	23	57	40.3	27	7	25	59	42.4
Colombia	3		8	11	72.7	3		7	10	70.0
Comoros										
Congo	1		2	3	66.7	1		2	3	66.7
Costa Rica	1		3	4	75.0	1		3	4	75.0
Côte d'Ivoire	8		2	10	20.0	8		2	10	20.0
Croatia	5		2	7	28.6	5		2	7	28.6
Cuba	5		1	6	16.7	5		1	6	16.7
Cyprus	2		1	3	33.3	1	1	1	3	33.3
Czech Republic	4		2	6	33.3	4	1	2	7	28.6
Democratic People's Republic of Korea	1			1		1			1	
Democratic Republic of the Congo	3		3	6	50.0	1	2	3	6	50.0
Denmark	7		9	16	56.3	7		7	14	50.0
Djibouti	2		4	6	66.7	2		4	6	66.7
Dominica	3			3		3			3	
Dominican Republic	5		1	6	16.7	4		1	5	20.0
Ecuador	5		1	6	16.7	4		2	6	33.3
Egypt	4		10	14	71.4	4		12	16	75.0
El Salvador	7		1	8	12.5	6		1	7	14.3
Equatorial Guinea	2			2		2			2	
Eritrea	6			6		6			6	
Estonia	4			4		4			4	
Ethiopia	10		9	19	47.4	9		10	19	52.6
Fiji	8		1	9	11.1	7		2	9	22.2
Finland	6	2	9	17	52.9	6	1	8	15	53.3
France	44	14	47	105	44.8	50	13	53	116	45.7
Gabon	2			2		2			2	
Gambia	3		1	4	25.0	2		1	3	33.3
Georgia	1		2	3	66.7			2	2	100.0
Germany	96	15	26	137	19.0	96	17	30	143	21.0
Ghana			13	13	100.0			13	13	100.0
Greece	8	1		9		7	2	2	11	18.2
Grenada	2			2		2			2	
Guatemala	1		2	3	66.7	1		2	3	66.7
Guinea	1		1	2	50.0	1	1	1	3	33.3

Table A.2
Staff in posts subject to geographical distribution by nationality and type of appointment

Country of nationality	30 June 2004					30 June 2005				
	Type of appointment				Fixed-term (percentage)	Type of appointment				Fixed-term (percentage)
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Guinea-Bissau										
Guyana	12		1	13	7.7	10		3	13	23.1
Haiti	3			3		2		1	3	33.3
Honduras	2			2		2			2	
Hungary	4		5	9	55.6	4		5	9	55.6
Iceland	2	2	1	5	20.0	2	2	2	6	33.3
India	24		23	47	48.9	25		22	47	46.8
Indonesia	9	3	1	13	7.7	11	4	1	16	6.3
Iran (Islamic Republic of)	7		2	9	22.2	6		2	8	25.0
Iraq			6	6	100.0			7	7	100.0
Ireland	7		8	15	53.3	6		10	16	62.5
Israel	6		2	8	25.0	5	3	2	10	20.0
Italy	58	19	25	102	24.5	68	8	29	105	27.6
Jamaica	9		4	13	30.8	9		6	15	40.0
Japan	84	8	18	110	16.4	89	4	18	111	16.2
Jordan	3		5	8	62.5	3		6	9	66.7
Kazakhstan	4	3		7		7			7	
Kenya	4		20	24	83.3	3		21	24	87.5
Kiribati										
Kuwait			1	1	100.0			1	1	100.0
Kyrgyzstan	3	1	1	5	20.0	4		1	5	20.0
Lao People's Democratic Republic			1	1	100.0			1	1	100.0
Latvia	3			3		3		1	4	25.0
Lebanon	11		4	15	26.7	9		4	13	30.8
Lesotho	2		1	3	33.3	2		1	3	33.3
Liberia	5		1	6	16.7	5		1	6	16.7
Libyan Arab Jamahiriya	2			2		2			2	
Liechtenstein										
Lithuania	3		1	4	25.0	3		1	4	25.0
Luxembourg	4		1	5	20.0	3		1	4	25.0
Madagascar	1		2	3	66.7	1		3	4	75.0
Malawi	2		2	4	50.0	1		2	3	66.7
Malaysia	4		4	8	50.0	4		5	9	55.6
Maldives	1			1		1			1	
Mali	4		4	8	50.0	4		3	7	42.9
Malta	1			1		1	1		2	
Marshall Islands										
Mauritania	2		1	3	33.3	1		2	3	66.7
Mauritius	1		1	2	50.0					
Mexico	10		6	16	37.5	10	2	7	19	36.8
Micronesia (Federated States of)	1			1		1			1	
Monaco										
Mongolia	4		1	5	20.0	4		1	5	20.0
Morocco	6		1	7	14.3	5		1	6	16.7
Mozambique	1		2	3	66.7	1		2	3	66.7
Myanmar	1		3	4	75.0	1		4	5	80.0
Namibia	2		1	3	33.3	2		1	3	33.3
Nauru										
Nepal	2		7	9	77.8	1		8	9	88.9
Netherlands	16		14	30	46.7	15		16	31	51.6
New Zealand	5		5	10	50.0	6		9	15	60.0
Nicaragua	4		2	6	33.3	4		2	6	33.3
Niger	1	1	1	3	33.3	1	1	1	3	33.3
Nigeria	6		11	17	64.7	5		9	14	64.3
Norway	3	1	4	8	50.0	3	2	4	9	44.4
Oman	2	1		3		2	1		3	
Pakistan	7		10	17	58.8	7		10	17	58.8
Palau										
Panama	1		1	2	50.0	1		1	2	50.0
Papua New Guinea	3			3		3			3	
Paraguay	3			3		3		1	4	25.0
Peru	7		5	12	41.7	7		5	12	41.7
Philippines	46		5	51	9.8	46		3	49	6.1
Poland	7		4	11	36.4	7		4	11	36.4
Portugal	4	2	2	8	25.0	3	3	3	9	33.3
Qatar			1	1	100.0			1	1	100.0
Republic of Korea	18	1	8	27	29.6	18	3	10	31	32.3
Republic of Moldova			1	1	100.0			1	1	100.0
Romania	10		1	11	9.1	10		2	12	16.7
Russian Federation	60		46	106	43.4	57		47	104	45.2

Table A.2
Staff in posts subject to geographical distribution
by nationality and type of appointment

Country of nationality	30 June 2004					30 June 2005				
	Type of appointment				Fixed-term (percentage)	Type of appointment				Fixed-term (percentage)
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Rwanda	5			5		5			5	
Saint Kitts and Nevis	4		1	5	20.0	5		1	6	16.7
Saint Lucia	2			2		2			2	
Saint Vincent and the Grenadines	1		2	3	66.7	1		2	3	66.7
Samoa										
San Marino	2			2		2			2	
Sao Tome and Principe										
Saudi Arabia	6		1	7	14.3	5		1	6	16.7
Senegal	7		8	15	53.3	5		8	13	61.5
Serbia and Montenegro	6		1	7	14.3	5		3	8	37.5
Seychelles	2		1	3	33.3	2		1	3	33.3
Sierra Leone	1		3	4	75.0	1		3	4	75.0
Singapore	7		3	10	30.0	7		3	10	30.0
Slovakia	4		1	5	20.0	4		2	6	33.3
Slovenia	4		1	5	20.0	4		1	5	20.0
Solomon Islands	1			1		1			1	
Somalia	1		3	4	75.0	1		2	3	66.7
South Africa	6		6	12	50.0	6		8	14	57.1
Spain	34	2	13	49	26.5	38	1	16	55	29.1
Sri Lanka	3		5	8	62.5	3		3	6	50.0
Sudan	3		3	6	50.0	3		5	8	62.5
Suriname	2		1	3	33.3	2		1	3	33.3
Swaziland	2		2	4	50.0	2		1	3	33.3
Sweden	16	6	8	30	26.7	19	2	10	31	32.3
Switzerland	4		7	11	63.6	4	6	8	18	44.4
Syrian Arab Republic	4		5	9	55.6	5		6	11	54.5
Tajikistan	1			1		1			1	
Thailand	15		2	17	11.8	13		2	15	13.3
The former Yugoslav Republic of Macedonia	3		1	4	25.0	3		1	4	25.0
Timor-Leste										
Togo	3		4	7	57.1	2		3	5	60.0
Tonga	1			1		1			1	
Trinidad and Tobago	10		2	12	16.7	10		2	12	16.7
Tunisia	4		6	10	60.0	2		6	8	75.0
Turkey	6		5	11	45.4	5	1	6	12	50.0
Turkmenistan										
Tuvalu			1	1	100.0			1	1	100.0
Uganda	4		18	22	81.8	4		17	21	80.9
Ukraine	16		3	19	15.8	16		3	19	15.8
United Arab Emirates										
United Kingdom of Great Britain and Northern Ireland	45	1	58	104	55.8	39	1	68	108	63.0
United Republic of Tanzania	5		5	10	50.0	5		4	9	44.4
United States of America	171	9	133	313	42.5	158	15	139	312	44.5
Uruguay	2		6	8	75.0	1		6	7	85.7
Uzbekistan		1		1			4		4	
Vanuatu			1	1	100.0			1	1	100.0
Venezuela (Bolivarian Republic of)	6		4	10	40.0	7		6	13	46.1
Viet Nam	2		1	3	33.3	2		1	3	33.3
Yemen	2			2		2			2	
Zambia	1		6	7	85.7	1		5	6	83.3
Zimbabwe	3		10	13	76.9	2		11	13	84.6
Subtotal	***1 399***	***133***	***981***	***2 513***	***39.0***	***1 379***	***144***	***1 056***	***2 579***	***41.0***
Others										
Palestine										
Stateless	1		1	2	50.0	1		1	2	50.0
Subtotal	***1***		***1***	***2***	***50.0***	***1***		***1***	***2***	***50.0***
Total	**1 400**	**133**	**982**	**2 515**	**39.1**	**1 380**	**144**	**1 057**	**2 581**	**41.0**

Table A.3
Appointments to posts subject to geographical distribution
by nationality, grade and gender
(1 July 2004 - 30 June 2005)

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Afghanistan																				
Albania																				
Algeria																				
Andorra																				
Angola															1				1	
Antigua and Barbuda																				
Argentina																				
Armenia															1	1			2	1
Australia																				
Austria									1	1			1		3	6			12	7
Azerbaijan													1		1	1			3	1
Bahamas													1						1	
Bahrain																				
Bangladesh																				
Barbados																				
Belarus																				
Belgium																				
Belize											1	1	1						3	2
Benin																				
Bhutan															1				1	
Bolivia							1												1	
Bosnia and Herzegovina																				
Botswana																				
Brazil																1			1	1
Brunei Darussalam											1		2			1			4	4
Bulgaria																				
Burkina Faso																				
Burundi																				
Cambodia																				
Cameroon																				
Canada																				
Cape Verde		1							2	1	3	1		1					9	4
Central African Republic																				
Chad																				
Chile																				
China							2												2	
Colombia													1	1	1	1			4	2
Comoros							1				1								2	1
Congo																				
Costa Rica																				
Côte d'Ivoire																				
Croatia													1						1	
Cuba																				
Cyprus																				
Czech Republic															1				1	
Democratic People's Republic of Korea																1			1	1
Democratic Republic of the Congo																				
Denmark															2				2	
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador																				
Egypt													1						1	
El Salvador									1		1		1						3	
Equatorial Guinea																				
Eritrea																				
Estonia																				
Ethiopia																				
Fiji																				
Finland													1						1	
France																				
Gabon							2		1				3		2	3			11	5
Gambia																				
Georgia																				
Germany																				
Ghana									1		2		1		6	3			13	6
Greece																				
Grenada													1	1	1				3	1
Guatemala																				

Table A.3
Appointments to posts subject to geographical distribution by nationality, grade and gender
(1 July 2004 - 30 June 2005)

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Guinea																				
Guinea-Bissau															1				1	
Guyana																				
Haiti							2												2	
Honduras												1							1	1
Hungary																				
Iceland																				
India											1								1	
Indonesia											1			1					2	1
Iran (Islamic Republic of)														1	1				2	1
Iraq																				
Ireland							1												1	
Israel												1							1	1
Italy															2	1			3	1
Jamaica													4		2				6	
Japan												1							1	1
Jordan											1	1		1		1			4	3
Kazakhstan													1						1	
Kenya																				
Kiribati													1						1	
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon													1						1	
Lesotho																				
Liberia																				
Libyan Arab Jamahiriya																				
Liechtenstein																				
Lithuania																				
Luxembourg																				
Madagascar																				
Malawi											1								1	
Malaysia																				
Maldives			1										1						2	
Mali																				
Malta																				
Marshall Islands																1			1	1
Mauritania																				
Mauritius											1								1	
Mexico																				
Micronesia (Federated States of)						1									2				3	1
Monaco																				
Mongolia																				
Morocco																				
Mozambique																				
Myanmar							1												1	
Namibia																				
Nauru																				
Nepal																				
Netherlands											1								1	
New Zealand									2		1	1	1						5	1
Nicaragua												1	1	1					3	2
Niger																				
Nigeria																				
Norway																				
Oman										1						1			2	2
Pakistan				1																
Palau														1					2	2
Panama																				
Papua New Guinea																				
Paraguay																				
Peru												1							1	1
Philippines											1								1	
Poland																				
Portugal																				
Qatar									1							1			2	1
Republic of Korea																				
Republic of Moldova							1				1	1		1	1				5	2

Table A.3
Appointments to posts subject to geographical distribution
by nationality, grade and gender
(1 July 2004 - 30 June 2005)

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Romania																				
Russian Federation							2						1						3	
Rwanda																				
Saint Kitts and Nevis																				
Saint Lucia																				
Saint Vincent and the Grenadines																				
Samoa																				
San Marino																				
Sao Tome and Principe																				
Saudi Arabia																				
Senegal														1					1	1
Serbia and Montenegro									1		1								2	
Seychelles																				
Sierra Leone																				
Singapore									1										1	
Slovakia													1						1	
Slovenia																				
Solomon Islands																				
Somalia																				
South Africa									1		1								2	
Spain									1		1		1			1			4	1
Sri Lanka																				
Sudan											1								1	
Suriname																				
Swaziland																				
Sweden				1						1									2	2
Switzerland	1														3	3			7	3
Syrian Arab Republic												1							1	1
Tajikistan																				
Thailand																				
The former Yugoslav Republic of Macedonia																				
Timor-Leste																				
Togo																				
Tonga																				
Trinidad and Tobago																				
Tunisia																				
Turkey															2				2	
Turkmenistan																				
Tuvalu																				
Uganda																				
Ukraine																				
United Arab Emirates																				
United Kingdom of Great Britain and Northern Ireland	1										4		3	1	1				10	1
United Republic of Tanzania																				
United States of America	1		1				2		4		2	2	2	2	1	5			22	9
Uruguay																				
Uzbekistan															1	2			3	2
Vanuatu																				
Venezuela (Bolivarian Republic of)											2								2	
Viet Nam																				
Yemen																				
Zambia																				
Zimbabwe																				
Total	**3**	**1**	**2**	**2**		**1**	**12**	**3**	**16**	**5**	**26**	**16**	**32**	**16**	**37**	**34**			**206**	**78**

Table A.4
Changes in staff in posts subject to geographical distribution
by nationality, type of appointment and gender

Country of nationality	Number of staff 30/06/04		Appointments						Separations[a]						Other staff Changes[b]		Number of staff 30/06/05	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	2																2	
Albania	4	3															4	3
Algeria	6	2							1		1		2		1		5	2
Andorra	1	1	1				1								-1	-1	1	
Angola	1								1				1					
Antigua and Barbuda	1	1															1	1
Argentina	29	17	2	1			2	1									31	18
Armenia	5																5	
Australia	40	18	9	6	3	1	12	7	2	1			2	1	-3	-1	47	23
Austria	24	12	2	1	1		3	1	1	1			1	1		1	26	13
Azerbaijan	4	3	1				1										5	3
Bahamas	9	7															9	7
Bahrain																		
Bangladesh	10																10	
Barbados	2	2															2	2
Belarus	11								1				1				10	
Belgium	30	13			3	2	3	2							1		34	15
Belize	3	1															3	1
Benin	4		1				1										5	
Bhutan	4				1		1										5	
Bolivia	7	3															7	3
Bosnia and Herzegovina	6	2															6	2
Botswana	1		1	1			1	1							-1		1	1
Brazil	36	10	1	1	3	3	4	4	2		2		4				36	14
Brunei Darussalam																		
Bulgaria	15	5							2				2		1	1	14	6
Burkina Faso	4	3															4	3
Burundi	6	1													1		7	1
Cambodia	3	1													-1		2	1
Cameroon	15	6									1	1	1	1			14	5
Canada	51	22			9	4	9	4			6	1	6	1			54	25
Cape Verde	4																4	
Central African Republic	4														-1		3	
Chad	2																2	
Chile	25	10			2		2		2	2	2	1	4	3			23	7
China	57	33	2	1	2	1	4	2	4	4			4	4	2	3	59	34
Colombia	11	3	1	1	1		2	1	1		1		2		-1		10	4
Comoros																		
Congo	3																3	
Costa Rica	4	2															4	2
Côte d'Ivoire	10				1		1								-1		10	
Croatia	7	4															7	4
Cuba	6	2															6	2
Cyprus	3		1				1		1				1				3	
Czech Republic	6	2	1	1			1	1									7	3
Democratic People's Republic of Korea	1																1	
Democratic Republic of the Congo	6	3	2				2		2	1			2	1			6	2
Denmark	16	7							1	1	2		3	1	1	1	14	7
Djibouti	6	1															6	1
Dominica	3																3	
Dominican Republic	6	1													-1		5	1
Ecuador	6	2			1		1								-1		6	2
Egypt	14	5			3		3				1		1				16	5
El Salvador	8	4							1	1			1	1			7	3
Equatorial Guinea	2																2	
Eritrea	6	2															6	2
Estonia	4	2															4	2
Ethiopia	19	6															19	6
Fiji	9	7			1		1								-1	-1	9	6
Finland	17	6							1				1		-1	-1	15	5
France	185	50	7	4	5	1	12	5	2	1	2	1	4	2	3	2	116	55
Gabon	2																2	
Gambia	4	1							1				1				3	1
Georgia	3														-1		2	
Germany	137	51	9	3	4	3	13	6	6				6		-1		143	57
Ghana	13	5															13	5
Greece	9	4	1		2	1	3	1	1	1			1	1			11	4
Grenada	2																2	
Guatemala	3	2															3	2
Guinea	2		1				1										3	
Guinea-Bissau																		
Guyana	13	11			2		2		2	1			2	1			13	10
Haiti	3	2			1	1	1	1	1	1			1	1			3	2

Table A.4
Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender

Country of nationality	Number of staff 30/06/04		Appointments						Separations[a]						Other staff Changes[b]		Number of staff 30/06/05	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Honduras	2																2	
Hungary	9	2															9	2
Iceland	5	1			1		1										6	1
India	47	18			2	1	2	1	1		1		2				47	19
Indonesia	13	6	2	1			2	1							1	1	16	8
Iran (Islamic Republic of)	9	6							1	1			1	1			8	5
Iraq	6	3			1		1										7	3
Ireland	15	5			1	1	1	1	1	1			1	1	1	1	16	6
Israel	8	4	3	1			3	1	1	1			1	1			10	4
Italy	102	52	1		4		5		1	1	1		2	1		-1	105	50
Jamaica	13	8			1	1	1	1							1		15	9
Japan	110	64	2	1	2	2	4	3	1		2	1	3	1			111	66
Jordan	8	2			1		1										9	2
Kazakhstan	7	3															7	3
Kenya	24	14			1		1		1		1		2		1	1	24	15
Kiribati																		
Kuwait	1	1															1	1
Kyrgyzstan	5	2															5	2
Lao People's Democratic Republic	1																1	
Latvia	3	1			1		1										4	1
Lebanon	15	5							2	1			2	1			13	4
Lesotho	3	3															3	3
Liberia	6	5															6	5
Libyan Arab Jamahiriya	2																2	
Liechtenstein																		
Lithuania	4	2															4	2
Luxembourg	5	1													-1		4	1
Madagascar	3	1			1		1										4	1
Malawi	4								1				1				3	
Malaysia	8	4			2		2				1		1				9	4
Maldives	1																1	
Mali	8	2									1	1	1	1			7	1
Malta	1		1	1			1	1									2	1
Marshall Islands																		
Mauritania	3				1		1		1				1				3	
Mauritius	2								1		1		2					
Mexico	16	9	2		1	1	3	1									19	10
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	5	2															5	2
Morocco	7	4							1				1				6	4
Mozambique	3				1		1								-1		3	
Myanmar	4														1	1	5	1
Namibia	3	1															3	1
Nauru																		
Nepal	9				1		1		1				1				9	
Netherlands	30	6			5	1	5	1	1		2		3		-1	1	31	8
New Zealand	10	5			3	2	3	2							2	1	15	8
Nicaragua	6	4															6	4
Niger	3	2															3	2
Nigeria	17	3							2		1	1	3	1			14	2
Norway	8	3	1	1	1	1	2	2							-1		9	5
Oman	3	1															3	1
Pakistan	17	5			2	2	2	2			2		2				17	7
Palau																		
Panama	2	1															2	1
Papua New Guinea	3																3	
Paraguay	3	2			1	1	1	1									4	3
Peru	12	3			1		1								-1		12	3
Philippines	51	35							1	1			1	1	-1	-1	49	33
Poland	11	2															11	2
Portugal	8	4	1	1	1		2	1							-1		9	5
Qatar	1																1	
Republic of Korea	27	9	2	1	3	1	5	2			1		1				31	11
Republic of Moldova	1																1	
Romania	11	3													1	1	12	4
Russian Federation	106	14			3		3		2		2		4		-1		104	14
Rwanda	5																5	
Saint Kitts and Nevis	5	3													1	1	6	4
Saint Lucia	2	1															2	1
Saint Vincent and the Grenadines	3	1															3	1
Samoa																		
San Marino	2	2															2	2

Table A.4
Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender

Country of nationality	Number of staff 30/06/04		Appointments						Separations[a]						Other staff Changes[b]		Number of staff 30/06/05	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Sao Tome and Principe																		
Saudi Arabia	7	6													-1	-1	6	5
Senegal	15	3			1	1	1	1	2				2		-1		13	4
Serbia and Montenegro	7	1			2		2		1				1				8	1
Seychelles	3	1															3	1
Sierra Leone	4	3															4	3
Singapore	10	5			1		1				1		1				10	5
Slovakia	5	1			1		1										6	1
Slovenia	5	3															5	3
Solomon Islands	1																1	
Somalia	4	1									1		1				3	1
South Africa	12	3			2		2										14	3
Spain	49	24	1	1	3		4	1							2		55	25
Sri Lanka	6	4									2	2	2	2			6	2
Sudan	6	1			1		1								1	1	8	2
Suriname	3	1															3	1
Swaziland	4	2									1		1				3	2
Sweden	30	19			2	2	2	2	1	1			1	1			31	20
Switzerland	11	5	6	3	1		7	3									18	8
Syrian Arab Republic	9	5			1	1	1	1							1		11	6
Tajikistan	1																1	
Thailand	17	9							2	1			2	1			15	8
The former Yugoslav Republic of Macedonia	4	1															4	1
Timor-Leste																		
Togo	7								1				1		-1		5	
Tonga	1	1															1	1
Trinidad and Tobago	12	9															12	9
Tunisia	10	2							1				1		-1		8	2
Turkey	11	5	1		1		2		1				1				12	5
Turkmenistan																		
Tuvalu	1																1	
Uganda	22	8									1		1				21	8
Ukraine	19	2															19	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	104	45	1		9	1	10	1	5		2		7		1		108	46
United Republic of Tanzania	10	6									1	1	1	1			9	5
United States of America	313	171	6	5	16	4	22	9	12	5	9	4	21	9	-2	-1	312	170
Uruguay	6	4							1				1				7	4
Uzbekistan	1		3	2			3	2									4	2
Vanuatu	1																1	
Venezuela (Bolivarian Republic of)	10	4			2		2								1	1	13	5
Viet Nam	3	1															3	1
Yemen	2								1				1		1	1	2	1
Zambia	7	1													-1		6	1
Zimbabwe	13	5							1				1		1		13	5
Subtotal	***2 513***	***1 063***	***76***	***38***	***130***	***40***	***206***	***78***	***85***	***28***	***52***	***14***	***137***	***42***	***-3***	***11***	***2 579***	***1 110***
Others																		
Palestine																		
Stateless	2																2	
Subtotal	***2***																***2***	
Total	**2 515**	**1 063**	**76**	**38**	**130**	**40**	**206**	**78**	**85**	**28**	**52**	**14**	**137**	**42**	**-3**	**11**	**2 581**	**1 110**

[a] Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

[b] Shows gains and losses resulting from staff:

- Movement between posts subject to geographical distribution and posts with special language requirements
- Placed on special leave without pay or returned from such leave
- Detailed or assigned to technical assistance projects or returned from such projects
- Seconded to UNDP or other United Nations bodies or returned from such secondment
- Promoted from the General Service category to the Professional category
- Change of nationality

Table A.5
Staff in posts with special language requirements
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Afghanistan														
Albania														
Algeria	4				1		3							4
Andorra														
Angola														
Antigua and Barbuda														
Argentina	24	15	4	2	3	6	1	4		1			13	21
Armenia														
Australia							1							1
Austria	5		2		2		1							5
Azerbaijan														
Bahamas														
Bahrain								1					1	1
Bangladesh														
Barbados														
Belarus	4				3		1							4
Belgium	18	10	3	2	4	4	3	4					10	20
Belize														
Benin	2		1				1							2
Bhutan														
Bolivia										1			1	1
Bosnia and Herzegovina														
Botswana														
Brazil	1	1				1							1	1
Brunei Darussalam														
Bulgaria	1		1											1
Burkina Faso	2				1		1							2
Burundi														
Cambodia														
Cameroon	1				1									1
Canada	22	9	2	1	6	5	5	3		1			10	23
Cape Verde														
Central African Republic														
Chad														
Chile	5	2	1	1		1	2						2	5
China	126	39	11	5	44	21	30	15		2			43	128
Colombia	6	5		2		1	1	1					4	5
Comoros														
Congo														
Costa Rica	1	1				1							1	1
Côte d'Ivoire	1				1									1
Croatia														
Cuba	7	4			3	1		2					3	6
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Denmark	1	1												
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1				1									1
Egypt	35	15	5	3	8	9	6	2	1	1			15	35
El Salvador														

Table A.5
Staff in posts with special language requirements
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji								1					1	1
Finland														
France	111	81	8	14	11	29	12	38	2	2			83	116
Gabon														
Gambia														
Georgia														
Germany	4	3		1		2	1						3	4
Ghana	2				2									2
Greece														
Grenada														
Guatemala														
Guinea														
Guinea-Bissau														
Guyana	3	2		1	1			1					2	3
Haiti														
Honduras														
Hungary														
Iceland														
India														
Indonesia														
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	2	1			1			1					1	2
Ireland	2	1	1					1		1			2	3
Israel	1				1									1
Italy	1	1				1							1	1
Jamaica	2	2		1		1							2	2
Japan														
Jordan	5	3	1			1		3					4	5
Kazakhstan	1		1											1
Kenya	2				1				1					2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	11	6		1	2	3		1		3			8	10
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1						1							1
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar	1	1						1					1	1
Malawi														
Malaysia	1		1											1
Maldives														
Mali														
Malta														
Marshall Islands														
Mauritania							1							1

Table A.5
Staff in posts with special language requirements
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Mauritius	1	1						1					1	1
Mexico	3	3		1		2	1						3	4
Micronesia (Federated States of)														
Monaco														
Mongolia														
Morocco	13	3			6	1	8	2	3	1			4	21
Mozambique														
Myanmar														
Namibia														
Nauru														
Nepal														
Netherlands	1						1							1
New Zealand	1	1				1							1	1
Nicaragua														
Niger							1							1
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1				1									1
Papua New Guinea														
Paraguay	1	1						1					1	1
Peru	7	5		2	1	2	1	1					5	7
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Romania														
Russian Federation	137	8	20		60	2	47	5					7	134
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														
Senegal	4				1		3							4
Serbia and Montenegro														
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														
Somalia														
South Africa														
Spain	54	28		3	10	7	17	17	1	3			30	58
Sri Lanka														
Sudan	12	1			6		6	1					1	13
Suriname														

Table A.5
Staff in posts with special language requirements
by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Swaziland														
Sweden	1	1				1							1	1
Switzerland	6	4		3	1	1							4	5
Syrian Arab Republic	13	7	1	1	3	4		3					8	12
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
Timor-Leste														
Togo														
Tonga														
Trinidad and Tobago	3	2	1			1		1					2	3
Tunisia	17	3	2		6	3	5			1			4	17
Turkey														
Turkmenistan														
Tuvalu														
Uganda														
Ukraine	8				3		5							8
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	58	29	7	9	8	8	15	11	2	1			29	61
United Republic of Tanzania														
United States of America	87	48	6	7	19	22	14	17	1	1			47	87
Uruguay	9	7	1	1	1	2		3		1			7	9
Uzbekistan														
Vanuatu														
Venezuela (Bolivarian Republic of)														
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1				1									1
Subtotal	***856***	***356***	***80***	***61***	***224***	***145***	***195***	***142***	***11***	***20***			***368***	***878***
Others														
Palestine	2				2									2
Stateless														
Subtotal	***2***				***2***									***2***
Total	**858**	**356**	**80**	**61**	**226**	**145**	**195**	**142**	**11**	**20**			**368**	**880**

Table A.6
Staff in the Professional and higher categories appointed specifically for mission service by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total
Afghanistan	1						1				1											2
Albania	13	5											1		1	2	6	4			6	14
Algeria	4	1			1						1					1	1	1			2	5
Andorra																						
Angola	1																1					1
Antigua and Barbuda																						
Argentina	6	2												1	3			1			2	5
Armenia	1														1							1
Australia	24	6					1		3		1		12	3	10	1	3				4	34
Austria	13	4									1	1	3	2	7	2		1			6	17
Azerbaijan																						
Bahamas																						
Bahrain																						
Bangladesh	3	1					1				2		5		4	1	1				1	14
Barbados																						
Belarus																						
Belgium	7	3										2	3		3	1	1				3	10
Belize																						
Benin	3	2			1		1						5		1	2		1			3	11
Bhutan																						
Bolivia	1																					
Bosnia and Herzegovina	4	3												1	2	2	1				3	6
Botswana	3	1	1												1							2
Brazil	4	1					1				1		1		2	1					1	6
Brunei Darussalam																						
Bulgaria	8	2					1				2		2	2	5	1					3	13
Burkina Faso	1	3						1			2		1	2		1					3	7
Burundi	2	1											2		1	1					1	4
Cambodia	1														1							1
Cameroon	12	2									1		5	1	6	1	1	1			3	18
Canada	52	17					2		2	1	7	5	20	4	21	11	4	5			26	82
Cape Verde	1	1																				
Central African Republic	1														2							2
Chad	3				1								2									3
Chile			1																			1
China	5	2									1		2	1	2			1			2	7
Colombia	6	4												1	2	1					2	4
Comoros	1										1		1									2
Congo	3	2											2		1	1		1			2	5
Costa Rica																						
Côte d'Ivoire	6	1					1				1	1	2		3	1	2				2	11
Croatia	6	5												1	2	1		3			5	7
Cuba	1														1							1
Cyprus																						
Czech Republic	1										1											1
Democratic People's Republic of Korea																						
Democratic Republic of the Congo	1												1		1							2
Denmark	2		1				1						2		1		1					6
Djibouti																						
Dominica																						
Dominican Republic	1													1	1						1	2
Ecuador	1												1		1							2
Egypt	2																					
El Salvador	1												1									1
Equatorial Guinea																						
Eritrea	1														2							2
Estonia																						
Ethiopia	8				1				1		5		2	2	5	1	1				3	18
Fiji	1														1		1					2
Finland	5	1													1	3					3	4
France	36	17	1		2		1	2			5		9	7	16	11	4	2			21	60
Gabon																						
Gambia	1												1		1							2
Georgia																1					1	1
Germany	21	8						2			3		6	2	4	6	2	2			10	29
Ghana	12	1					1		2	1		1	5	1	7			1			4	19
Greece	1												1		1							2
Grenada	1														1							1
Guatemala	1														1							1
Guinea	2				1						1		1		1							4
Guinea-Bissau														1	1						1	2
Guyana	4	2										1									1	1
Haiti															2							2
Honduras	2														2		2					4
Hungary	4	1					1				1				1			1			1	4

Table A.6
Staff in the Professional and higher categories appointed specifically for mission service by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of staff 30/06/2005	
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	Total
Iceland	1														1							1
India	31	2					1		2		9		13	1	11	2	1				3	40
Indonesia	2	1													2	1					1	3
Iran (Islamic Republic of)	1															1					1	1
Iraq	1												1									1
Ireland	10	1							1		2		5		3	1	1	2			3	15
Israel											1											1
Italy	24	7			1		1		3				5	3	2	6	5	2		1	12	29
Jamaica	1										1						1					2
Japan	3	1			1											3		2			5	9
Jordan	8								1				3		4		1					9
Kazakhstan																						
Kenya	15	6			1								5	1	8	5	1	2			8	23
Kiribati																						
Kuwait																						
Kyrgyzstan	2	1									1											1
Lao People's Democratic Republic																						
Latvia																						
Lebanon	6	1											3	1	1						1	5
Lesotho																						
Liberia	4										1		2		1		1					5
Libyan Arab Jamahiriya																						
Liechtenstein																						
Lithuania																						
Luxembourg																						
Madagascar	3												1			1	1				1	3
Malawi	1														1			1			1	2
Malaysia	6	1											4		2	1	1				1	8
Maldives																1					1	1
Mali	2				1				2				1		1		1					6
Malta	1						1				1	1									1	3
Marshall Islands																						
Mauritania	7		1								2		3		3							9
Mauritius	2										1				1							2
Mexico	1												1									1
Micronesia (Federated States of)																						
Monaco																						
Mongolia	1	1																				
Morocco	2	1														1					1	1
Mozambique																						
Myanmar	1										1											1
Namibia	1														1							1
Nauru																						
Nepal	12				1								3		6		2					12
Netherlands	8	3	1				1				2	1	2	1	3	5		1			8	17
New Zealand	7	2							1		1		2		2		1					7
Nicaragua																	1					1
Niger	1	1										1	3								1	4
Nigeria	18	1									6	2	6		6	4	1	1			7	26
Norway	5									1	2		1		1		1				1	6
Oman																						
Pakistan	16	1					1		1		2		8	1	6		3				1	22
Palau																						
Panama													1			1					1	2
Papua New Guinea																						
Paraguay																						
Peru	6	1									1		2	1			1				1	5
Philippines	9	5										2	1	3	1	1		1			7	9
Poland	12	2			1				2		1	1	7		2	1					2	15
Portugal	6	4							1		2		1			2		1			3	7
Qatar																						
Republic of Korea	3												1		3							4
Republic of Moldova	2								1						1							2
Romania	1														1	2					2	3
Russian Federation	20	1					1		3		5		9		10	1	1				1	30
Rwanda	3	1											1	1	3						1	5
Saint Kitts and Nevis																						
Saint Lucia	1	1												1							1	1
Saint Vincent and the Grenadines													1									1
Samoa																						
San Marino																						
Sao Tome and Principe	1										1		1									2
Saudi Arabia																						
Senegal	13	3			1		2		1		1		5	2	5	1	1	1			4	20
Serbia and Montenegro	1								1					1	1		1				1	4

Table A.6
Staff in the Professional and higher categories appointed specifically for mission service by nationality, grade and gender

Country of nationality	Number of staff 30/06/2004		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Seychelles																					
Sierra Leone	9	4										1	4	1	4	1	1				
Singapore	2	1												1	2						
Slovakia	3												1		2						
Slovenia	1												1								
Solomon Islands																					
Somalia	2	1											1		1		1	1			
South Africa	2						1		1		1		2				1				
Spain	6	3											1		4	4		1			
Sri Lanka	5	2											2		1	1					
Sudan	4										2		2	1	5						
Suriname																					
Swaziland																					
Sweden	11	4	1		1						1		1		1	1					
Switzerland	4	1				1	1				1		3		1	1					
Syrian Arab Republic	2	1											1					1			
Tajikistan	1														1						
Thailand	1	1												1							
The former Yugoslav Republic of Macedonia	1												1		2						
Timor-Leste																					
Togo	7										2		4		3		2				
Tonga																					
Trinidad and Tobago															1						
Tunisia	3								2				1	1	3						
Turkey	5	2											3		1	2					
Turkmenistan																					
Tuvalu																					
Uganda	5	1											5	1	2	1	1				
Ukraine	1										1		6		5		1	1			
United Arab Emirates																					
United Kingdom of Great Britain and Northern Ireland	33	11					1		2	1	7	2	22	2	12	6	4	4			
United Republic of Tanzania	1										1		4	2	4						
United States of America	93	29	1				2		3		16	3	22	9	25	17	6	9			
Uruguay	4						1						3		3						
Uzbekistan	1																				
Vanuatu																					
Venezuela (Bolivarian Republic of)	2												2								
Viet Nam																					
Yemen																					
Zambia	3	2							1			1	1	1	1	1					
Zimbabwe	1	1													1	1	1				
Subtotal	**827**	**213**	**9**		**16**	**1**	**26**	**1**	**42**	**4**	**116**	**26**	**295**	**72**	**313**	**130**	**77**	**56**		**1**	
Others																					
Palestine	2														2						
Stateless	1												1		1						
Subtotal	**3**												**1**		**3**						
Total	**830**	**213**	**9**		**16**	**1**	**26**	**1**	**42**	**4**	**116**	**26**	**296**	**72**	**316**	**130**	**77**	**56**		**1**	

Table A.7
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position (as at 30 June 2005)

Country of nationality	Assessment (percentage)	Desirable range[a]	Midpoint[b]	Number of staff[c]	Weighted range	Weighted midpoint	Weighted staff position
Afghanistan	0.002	2-14	6.54	2	154-1233	576.21	192
Albania	0.005	1-14	6.01	4	106-1233	529.15	254
Algeria	0.076	3-14	7.75	5	260-1233	682.29	461
Andorra	0.005	1-14	5.94	1	101-1233	523.29	56
Angola	0.001	1-14	6.23		126-1233	548.23	
Antigua and Barbuda	0.003	1-14	5.91	1	98-1233	520.60	86
Argentina	0.956	17-26	21.43	31	1464-2310	1 886.96	2591
Armenia	0.002	1-14	5.96	5	102-1233	524.86	408
Australia	1.592	26-36	30.82	47	2291-3137	2 713.91	3768
Austria	0.859	14-24	19.27	26	1274-2120	1 698.97	1832
Azerbaijan	0.005	1-14	6.12	5	117-1233	539.25	338
Bahamas	0.013	1-14	6.07	9	112-1233	534.63	618
Bahrain	0.030	2-14	6.34		136-1233	558.45	
Bangladesh	0.010	4-14	9.10	10	379-1233	801.20	1107
Barbados	0.010	1-14	6.02	2	108-1233	530.46	212
Belarus	0.018	2-14	6.35	10	137-1233	559.45	941
Belgium	1.069	18-27	22.55	34	1563-2409	1 986.02	3208
Belize	0.001	1-14	5.89	3	96-1233	518.25	212
Benin	0.002	1-14	6.08	5	113-1233	535.23	424
Bhutan	0.001	1-14	5.93	5	99-1233	521.87	477
Bolivia	0.009	1-14	6.20	7	123-1233	546.15	512
Bosnia and Herzegovina	0.003	1-14	5.99	6	105-1233	527.92	414
Botswana	0.012	1-14	6.09	1	113-1233	536.03	56
Brazil	1.523	20-38	33.37	36	2498-3379	2 938.32	3213
Brunei Darussalam	0.034	2-14	6.40		141-1233	563.20	
Bulgaria	0.017	1-14	6.29	14	132-1233	554.21	1295
Burkina Faso	0.002	1-14	6.18	4	122-1233	544.39	414
Burundi	0.001	1-14	6.04	7	109-1233	532.17	558
Cambodia	0.002	1-14	6.20	2	123-1233	546.01	172
Cameroon	0.008	2-14	6.34	14	136-1233	558.45	1263
Canada	2.813	42-57	49.88	54	3734-5052	4 392.93	5198
Cape Verde	0.001	1-14	5.89	4	96-1233	518.71	348
Central African Republic	0.001	1-14	5.97	3	103-1233	525.46	248
Chad	0.001	1-14	6.09	2	114-1233	536.38	192
Chile	0.223	5-14	9.65	23	427-1273	849.97	1855
China	2.053	56-76	66.06	59	4945-6690	5 817.35	4912
Colombia	0.155	4-14	9.24	10	391-1236	813.80	1015
Comoros	0.001	1-14	5.90		97-1233	519.26	
Congo	0.001	1-14	5.97	3	103-1233	525.38	242
Costa Rica	0.030	2-14	6.42	4	143-1233	565.34	414
Côte d'Ivoire	0.010	2-14	6.41	10	142-1233	564.66	879
Croatia	0.037	2-14	6.53	7	153-1233	575.26	544
Cuba	0.043	2-14	6.77	6	174-1233	596.25	458
Cyprus	0.039	2-14	6.48	3	148-1233	570.87	232
Czech Republic	0.183	4-14	8.90	7	361-1233	784.10	686
Democratic People's Republic of Korea	0.010	2-14	6.51	1	150-1233	572.95	70
Democratic Republic of the Congo	0.003	2-14	7.16	6	208-1233	630.52	410
Denmark	0.718	12-22	17.04	14	1078-1923	1 500.48	1224
Djibouti	0.001	1-14	5.90	6	97-1233	519.25	478
Dominica	0.001	1-14	5.88	3	95-1233	517.89	210
Dominican Republic	0.035	2-14	6.60	5	158-1233	580.96	420
Ecuador	0.019	2-14	6.44	6	145-1233	567.45	495
Egypt	0.120	5-14	9.32	16	398-1243	820.72	1680
El Salvador	0.022	2-14	6.38	7	137-1233	559.38	542
Equatorial Guinea	0.002	1-14	5.91	2	97-1233	520.06	172
Eritrea	0.001	1-14	5.97	3	103-1233	526.15	472
Estonia	0.012	1-14	6.08	4	113-1233	535.20	266
Ethiopia	0.004	3-14	7.61	19	247-1233	669.91	1548
Fiji	0.004	1-14	5.94	9	101-1233	523.43	546

Table A.7
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position (as at 30 June 2005)

Country of nationality	Assessment (percentage)	Desirable range[a]	Midpoint[b]	Number of staff[c]	Weighted range	Weighted midpoint	Weighted staff position
Finland	0.533	9-19	14.19	15	827-1672	1 249.24	1311
France	6.030	85-115	100.04	116	7488-10131	8 809.63	10161
Gabon	0.009	1-14	6.03	2	109-1233	531.23	140
Gambia	0.001	1-14	5.91	3	98-1233	520.64	334
Georgia	0.003	1-14	6.01	2	106-1233	529.01	192
Germany	8.662	120-162	141.05	143	10558-14285	12 421.45	12600
Ghana	0.004	2-14	6.41	13	141-1233	564.10	1408
Greece	0.530	9-19	14.27	11	834-1679	1 256.40	997
Grenada	0.001	1-14	5.88	2	95-1233	517.93	140
Guatemala	0.030	2-14	6.60	3	158-1233	581.16	246
Guinea	0.003	1-14	6.11	3	116-1233	538.43	212
Guinea-Bissau	0.001	1-14	5.91		98-1233	520.77	
Guyana	0.001	1-14	5.90	13	96-1233	519.17	1136
Haiti	0.003	1-14	6.10	3	114-1233	536.76	258
Honduras	0.005	1-14	6.10	2	114-1233	536.94	156
Hungary	0.126	3-14	8.02	9	284-1233	706.57	841
Iceland	0.034	2-14	6.39	6	140-1233	563.05	460
India	0.421	31-42	36.31	47	2718-3677	3 197.73	4250
Indonesia	0.142	8-18	12.89	16	712-1558	1 135.06	1090
Iran (Islamic Republic of)	0.157	5-15	9.79	8	440-1285	862.26	881
Iraq	0.016	2-14	6.74	7	170-1233	593.18	735
Ireland	0.350	7-16	11.34	16	576-1422	998.96	1500
Israel	0.467	8-18	13.20	10	740-1585	1 162.56	811
Italy	4.885	70-95	82.35	105	6164-8340	7 252.25	8342
Jamaica	0.008	1-14	6.04	15	110-1233	532.30	1293
Japan	19.468	262-355	308.45	111	23088-31237	27 162.75	9189
Jordan	0.011	1-14	6.16	9	120-1233	542.21	766
Kazakhstan	0.025	2-14	6.57	7	156-1233	578.64	434
Kenya	0.009	2-14	6.75	24	171-1233	594.11	2150
Kiribati	0.001	1-14	5.88		95-1233	517.93	
Kuwait	0.162	4-14	8.42	1	319-1233	741.21	142
Kyrgyzstan	0.001	1-14	5.99	5	105-1233	527.80	344
Lao People's Democratic Republic	0.001	1-14	6.01	1	106-1233	529.07	86
Latvia	0.015	1-14	6.14	4	118-1233	541.13	266
Lebanon	0.024	2-14	6.31	13	133-1233	555.77	1088
Lesotho	0.001	1-14	5.92	3	98-1233	521.17	242
Liberia	0.001	1-14	5.95	6	101-1233	524.02	603
Libyan Arab Jamahiriya	0.132	3-14	8.02	2	284-1233	706.59	215
Liechtenstein	0.005	1-14	5.94		101-1233	523.23	
Lithuania	0.024	2-14	6.31	4	133-1233	555.49	296
Luxembourg	0.077	2-14	7.06	4	199-1233	621.69	312
Madagascar	0.003	2-14	6.31	4	133-1233	556.04	332
Malawi	0.001	1-14	6.16	3	120-1233	542.38	262
Malaysia	0.203	5-14	9.54	9	417-1263	840.16	922
Maldives	0.001	1-14	5.89	1	96-1233	518.37	70
Mali	0.002	1-14	6.19	7	122-1233	544.95	748
Malta	0.014	1-14	6.09	2	113-1233	536.13	198
Marshall Islands	0.001	1-14	5.88		95-1233	517.85	
Mauritania	0.001	1-14	5.95	3	101-1233	523.61	242
Mauritius	0.011	1-14	6.06		111-1233	533.68	
Mexico	1.883	32-43	37.19	19	2784-3766	3 274.71	1909
Micronesia (Federated States of)	0.001	1-14	5.88	1	95-1233	517.95	70
Monaco	0.003	1-14	5.91		98-1233	520.52	
Mongolia	0.001	1-14	5.94	5	100-1233	522.80	398
Morocco	0.047	2-14	7.27	6	218-1233	640.33	603
Mozambique	0.001	2-14	6.31	3	133-1233	555.59	291
Myanmar	0.010	2-14	7.12	5	204-1233	626.57	340
Namibia	0.006	1-14	6.00	3	106-1233	528.40	329
Nauru	0.001	1-14	5.88		95-1233	517.76	

Table A.7
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position (as at 30 June 2005)

Country of nationality	Assessment (percentage)	Desirable range[a]	Midpoint[b]	Number of staff[c]	Weighted range	Weighted midpoint	Weighted staff position
Nepal	0.004	2-14	6.51	9	151-1233	573.70	778
Netherlands	1.690	27-37	32.24	31	2414-3265	2 839.44	2983
New Zealand	0.221	5-14	9.35	15	401-1246	823.79	1512
Nicaragua	0.001	1-14	6.00	6	106-1233	528.23	468
Niger	0.001	1-14	6.18	3	122-1233	544.43	284
Nigeria	0.042	5-14	9.37	14	402-1248	824.91	1315
Norway	0.679	12-21	16.42	9	1023-1869	1 446.04	846
Oman	0.070	2-14	7.00	3	194-1233	616.22	327
Pakistan	0.055	5-15	10.14	17	470-1316	893.05	1709
Palau	0.001	1-14	5.88		95-1233	517.77	
Panama	0.019	1-14	6.23	2	126-1233	548.33	228
Papua New Guinea	0.003	1-14	6.04	3	109-1233	531.71	212
Paraguay	0.012	1-14	6.18	4	122-1233	544.43	268
Peru	0.092	3-14	7.89	12	272-1233	694.64	1205
Philippines	0.095	4-14	9.13	49	381-1233	804.07	4004
Poland	0.461	9-19	13.80	11	793-1638	1 215.26	1030
Portugal	0.470	9-18	13.33	9	751-1597	1 173.84	640
Qatar	0.064	2-14	6.87	1	182-1233	604.73	70
Republic of Korea	1.796	29-40	34.56	31	2587-3500	3 043.47	2607
Republic of Moldova	0.001	1-14	5.97	1	103-1233	525.78	129
Romania	0.060	2-14	7.26	12	217-1233	639.28	917
Russian Federation	1.100	21-31	25.91	104	1859-2705	2 282.04	9840
Rwanda	0.001	1-14	6.08	5	112-1233	535.02	338
Saint Kitts and Nevis	0.001	1-14	5.88	6	95-1233	517.82	474
Saint Lucia	0.002	1-14	5.90	2	97-1233	519.40	156
Saint Vincent and the Grenadines	0.001	1-14	5.88	3	95-1233	517.96	226
Samoa	0.001	1-14	5.88		95-1233	518.09	
San Marino	0.003	1-14	5.91	2	98-1233	520.50	112
Sao Tome and Principe	0.001	1-14	5.88		95-1233	518.04	
Saudi Arabia	0.713	13-22	17.38	6	1108-1953	1 530.31	513
Senegal	0.005	1-14	6.19	13	123-1233	545.45	1296
Serbia and Montenegro	0.019	2-14	6.38	8	140-1233	562.24	680
Seychelles	0.002	1-14	5.90	3	97-1233	519.25	285
Sierra Leone	0.001	1-14	6.00	4	106-1233	528.30	424
Singapore	0.388	7-17	11.93	10	628-1474	1 050.84	1120
Slovakia	0.051	2-14	6.77	6	173-1233	595.87	604
Slovenia	0.082	2-14	7.17	5	209-1233	631.35	525
Solomon Islands	0.001	1-14	5.89	1	96-1233	518.65	70
Somalia	0.001	1-14	6.06	3	111-1233	533.47	298
South Africa	0.292	7-16	11.39	14	580-1426	1 003.10	1224
Spain	2.520	39-52	45.61	55	3414-4619	4 016.23	4247
Sri Lanka	0.017	2-14	6.58	6	156-1233	579.11	500
Sudan	0.008	2-14	6.77	8	174-1233	596.53	735
Suriname	0.001	1-14	5.89	3	96-1233	518.59	228
Swaziland	0.002	1-14	5.92	3	98-1233	521.07	226
Sweden	0.998	17-26	21.43	31	1464-2310	1 887.10	2753
Switzerland	1.197	20-29	24.46	18	1731-2576	2 153.55	1573
Syrian Arab Republic	0.038	2-14	6.86	11	182-1233	604.34	988
Tajikistan	0.001	1-14	6.02	1	107-1233	530.18	56
Thailand	0.209	6-15	10.48	15	500-1345	922.67	1338
The former Yugoslav Republic of Macedonia	0.006	1-14	6.00	4	106-1233	528.41	280
Timor-Leste	0.001	1-14	5.90		97-1233	519.55	
Togo	0.001	1-14	6.01	5	107-1233	529.49	360
Tonga	0.001	1-14	5.88	1	95-1233	517.93	56
Trinidad and Tobago	0.022	1-14	6.23	12	126-1233	548.71	959
Tunisia	0.032	2-14	6.58	8	156-1233	579.10	865
Turkey	0.372	8-18	13.18	12	738-1584	1 160.86	1100
Turkmenistan	0.005	1-14	6.05		110-1233	532.40	
Tuvalu	0.001	1-14	5.88	1	95-1233	517.76	86

Table A.7
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position
(as at 30 June 2005)

Country of nationality	Assessment (percentage)	Desirable range[a]	Midpoint[b]	Number of staff[c]	Weighted range	Weighted midpoint	Weighted staff position
Uganda	0.006	2-14	6.58	21	157-1233	579.63	2009
Ukraine	0.039	3-14	7.47	19	235-1233	658.17	1740
United Arab Emirates	0.235	5-14	9.58		421-1266	843.67	
United Kingdom of Great Britain and Northern Ireland	6.127	86-117	101.52	108	7599-10281	8 939.59	10428
United Republic of Tanzania	0.006	2-14	6.79	9	175-1233	597.83	870
United States of America	22.000	298-404	351.14	312	26284-35560	30 921.91	28480
Uruguay	0.048	2-14	6.68	7	165-1233	588.10	652
Uzbekistan	0.014	2-14	6.66	4	164-1233	586.23	224
Vanuatu	0.001	1-14	5.88	1	95-1233	518.14	129
Venezuela (Bolivarian Republic of)	0.171	4-14	9.08	13	377-1233	799.44	1149
Viet Nam	0.021	3-14	8.02	3	283-1233	705.98	278
Yemen	0.006	2-14	6.41	2	142-1233	564.64	212
Zambia	0.002	1-14	6.15	6	119-1233	541.41	517
Zimbabwe	0.007	1-14	6.25	13	128-1233	550.76	1122
Total	**100.00**			**2579**		**246 571.39**	

Source: General Assembly resolution 55/5 B of 23 December 2000.

[a] Derived from application of the methodology established by the General Assembly in its resolution 42/220 of 21 December 1987.

[b] Calculated on the basis of the membership, population and contribution factors.

[c] Excludes staff members from non-member States.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

A. Staff in the Professional and higher categories in posts subject to geographical distribution (as at 30 June 2005)

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DDA	1				1	1		2	6	2	8	1	2	2	2	1			20	9	29	31.00
DESA	1		2	1	7	3	17	11	31	23	37	41	31	25	16	15			142	119	261	46.00
DGACM	1			1	1	2	7	8	8	4	7	7	3	8	1	2			28	32	60	53.00
DM	1				2		2	1	6	6	1	3	2	1					14	11	25	44.00
CMP							1		1		1	1	1		1				5	1	6	17.00
OCSS			1		1	1	5	1	19	4	24	7	30	10	10	8			90	31	121	26.00
OHRM				1		3	2	3	4	10	12	9	5	8	3	8			26	42	68	62.00
OPPBA			1		1		4	3	6	7	12	18	10	15	4	8			38	51	89	57.00
DPA	1		2		1	2	5	5	10	12	10	10	11	10		9			40	48	88	55.00
DPI	1				4	1	7	6	16	14	37	23	33	42	11	22			109	108	217	50.00
DPKO	1		1	1	2	2	4	3	4	7	7	11	13	22	7	8			39	54	93	58.00
DSS	1					1			5	1	4	2		1	1	1			11	6	17	35.00
ECA	1						9	2	25	7	33	14	31	19	13	5			112	47	159	30.00
ECE		1					7	2	14	7	23	7	18	8	9	8			71	33	104	32.00
ECLAC	1					1	7	2	14	4	26	12	18	14	19	10			85	43	128	34.00
ESCAP	1				1		8	2	12	8	34	12	24	9	11	12			91	43	134	32.00
ESCWA		1				1	5	2	17	2	14	10	9	11	3	5			48	32	80	40.00
OMS/DPKO			1				3	2	7	7	15	11	9	8	6	3			41	31	72	43.00
Inter-organizational[a]					1					2	1			3					2	5	7	71.00
OCHA	1			1	1	1	5		7	8	6	4	6	9	2	3			28	26	54	48.00
OHCHR		1		1	1		2	1	8	5	18	11	9	21	7	8			45	48	93	52.00
OHRLLS	1					1	1			1	1			1		1			3	4	7	57.00
OIOS							2	1	9	3	12	8	6	7	5	4			34	23	57	40.00
OLA	1		1		4		3	5	11	4	6	11	10	10	9	5			45	35	80	44.00
Ombudsman				1																1	1	100.00
OSAA							1		1	2		1		4					2	7	9	78.00
OSG		1	1		4	1	4	2	4	3		8	1	2		1			14	18	32	56.00
OSRSGCAC																						
Regional commissions[b]								1	1		1								2	1	3	33.00
UNCC			1				1												2		2	
UNCTAD			1		3	1	10	6	30	7	26	14	30	24	15	10			115	62	177	35.00
UNEP	1				2	1	1	2	2	2	3	4	1	1	1	1			11	11	22	50.00
UNFIP					1		1			1									2	1	3	33.00
UN-Habitat		1			1		3	2	6	3	9	6	3	4		3			22	19	41	46.00
UNMOVIC									1			1							1	1	2	50.00
UNODC	1				2		6	1	13		10	17	6	12	2	9			40	39	79	49.00
UNOG	1				1		5	4	8	7	19	6	15	13	10	14			59	44	103	43.00
UNON					1				3	1	2	5	3	3	3	2			12	11	23	48.00
UNOV					2		1	2	5		5	5	6	4	3	2			22	13	35	37.00
Total	17	5	12	7	45	23	139	82	314	174	424	300	346	331	174	188			1 471	1 110	2 581	43.01

[a] Inter-organizational bodies include the Joint Inspection Unit, the High Level Committee on Management and the International Computing Centre.
[b] Regional Commissions New York Office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

B. Staff in the Professional category in posts with special language requirements (as at 30 June 2005)

Department/ office	P-5		P-4		P-3		P-2		P-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F		
DDA														
DESA														
DGACM	51	36	114	79	106	87	9	10			280	212	492	43.09
DM														
CMP														
OCSS														
OHRM														
OPPBA														
DPA					1						1		1	
DPI														
DPKO														
DSS														
ECA			1	2	4	1	2				7	3	10	30.00
ECE						2						2	2	100.00
ECLAC				4	1	3		2			1	9	10	90.00
ESCAP	2		8		7	3					17	3	20	15.00
ESCWA			1	2		1		1			1	4	5	80.00
OMS/DPKO						1						1	1	100.00
Inter-organizational[a]														
OCHA														
OHCHR				1								1	1	100.00
OHRLLS														
OIOS														
OLA				1		1						2	2	100.00
Ombudsman														
OSAA														
OSG														
OSRSGCAC														
Regional commissions[b]														
UNCC														
UNCTAD				1	1	1					1	2	3	66.67
UNEP	1										1		1	
UNFIP														
UN-Habitat														
UNMOVIC														
UNODC														
UNOG	23	19	74	36	53	33		5			150	93	243	38.27
UNON	1		6	4	10	4		1			17	9	26	34.62
UNOV	2	6	22	15	12	5		1			36	27	63	42.86
Total	**80**	**61**	**226**	**145**	**195**	**142**	**11**	**20**			**512**	**368**	**880**	**41.82**

[a] Inter-organizational bodies include the Joint Inspection Unit, the High Level Committee on Management and the International Computing Centre.

[b] Regional Commissions New York Office.

Table A.8
Gender distribution of staff in the United Nations Secretariat
by department or office and grade

C. Staff in the Professional and higher categories in posts subject to geographical distribution and in posts with special language requirements
(as at 30 June 2005)

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DDA	1				1	1		2	6	2	8	1	2	2	2	1			20	9	29	31.03
DESA	1		2	1	7	3	17	11	31	23	37	41	31	25	16	15			142	119	261	45.59
DGACM	1			1	1	2	7	8	59	40	121	86	109	95	10	12			308	244	552	44.20
DM	1				2		2	1	6	6	1	3	2	1					14	11	25	44.00
CMP							1		1		1	1	1		1				5	1	6	16.67
OCSS			1		1	1	5	1	19	4	24	7	30	10	10	8			90	31	121	25.62
OHRM				1		3	2	3	4	10	12	9	5	8	3	8			26	42	68	61.76
OPPBA			1		1		4	3	6	7	12	18	10	15	4	8			38	51	89	57.30
DPA	1		2		1	2	5	5	10	12	10	10	12	10		9			41	48	89	53.93
DPI	1				4	1	7	6	16	14	37	23	33	42	11	22			109	108	217	49.77
DPKO	1		1	1	2	2	4	3	4	7	7	11	13	22	7	8			39	54	93	58.06
DSS	1					1			5	1	4	2		1	1	1			11	6	17	35.29
ECA	1						9	2	25	7	34	16	35	20	15	5			119	50	169	29.59
ECE		1					7	2	14	7	23	7	18	10	9	8			71	35	106	33.02
ECLAC	1					1	7	2	14	4	26	16	19	17	19	12			86	52	138	37.68
ESCAP	1				1		8	2	14	8	42	12	31	12	11	12			108	46	154	29.87
ESCWA		1				1	5	2	17	2	15	12	9	12	3	6			49	36	85	42.35
OMS/DPKO			1				3	2	7	7	15	11	9	9	6	3			41	32	73	43.84
Inter-organizational[a]					1					2	1			3					2	5	7	71.43
OCHA	1			1	1	1	5		7	8	5	4	5	9	2	3			28	26	54	48.15
OHCHR		1		1	1		2	1	8	5	18	12	9	21	7	8			45	49	94	52.13
OHRLLS	1					1	1			1	1			1		1			3	4	7	57.14
OIOS							2	1	9	3	12	8	5	7	5	4			34	23	57	40.35
OLA	1		1		4		3	5	11	4	6	12	10	11	9	5			45	37	82	45.12
Ombudsman				1																1	1	100.00
OSAA							1		1	2		1		4					2	7	9	77.78
OSG		1	1		4	1	4	2	4	3		8	1	2		1			14	18	32	56.25
OSRSGCAC																						
Regional commissions[b]								1	1		1								2	1	3	33.33
UNCC			1				1												2		2	
UNCTAD			1		3	1	10	6	30	7	26	15	31	25	15	10			116	64	180	35.56
UNEP	1				2	1	1	2	3	2	3	4	1	1	1	1			12	11	23	47.83
UNFIP					1		1			1									2	1	3	33.33
UN Habitat		1			1		3	2	6	3	9	6	3	4		3			22	19	41	46.34
UNMOVIC									1			1							1	1	2	50.00
UNODC	1				2		6	1	13		10	17	6	12	2	9			40	39	79	49.37
UNOG	1				1		5	4	31	26	93	42	68	46	10	19			209	137	346	39.60
UNON					1				4	1	8	9	13	7	3	3			29	20	49	40.82
UNOV					2		1	2	7	6	27	20	18	9	3	3			58	40	98	40.82
Total	**17**	**5**	**12**	**7**	**45**	**23**	**139**	**82**	**394**	**235**	**650**	**445**	**541**	**473**	**185**	**208**			**1 983**	**1 478**	**3 461**	**42.70**

[a] Inter-organizational bodies include the Joint Inspection Unit, the High Level Committee on Management and the International Computing Centre.
[b] Regional Commissions New York Office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department

D Staff in the General Service and related categories
(as at 30 June 2005)

Department/ office	General Service					Others[a]				
	Female		Male			Female		Male		
	Number	Percentage	Number	Percentage	Total	Number	Percentage	Number	Percentage	Total
DDA	23	88.46	3	11.54	26					
DESA	186	80.52	45	19.48	231					
DGACM	303	61.71	188	38.29	491	4	5.48	69	94.52	73
DM	34	85.00	6	15.00	40					
CMP	4	80.00	1	20.00	5			1	100.00	1
OCSS	150	49.50	153	50.50	303	1	1.08	92	98.92	93
OHRM	98	77.78	28	22.22	126					
OPPBA	109	66.06	56	33.94	165					
DPA	82	89.13	10	10.87	92					
DPI	252	65.45	133	34.55	385	11	68.75	5	31.25	16
DPKO	157	73.36	57	26.64	214			4	100.00	4
DSS	27	75.00	9	25.00	36	28	12.84	190	87.16	218
ECA	225	45.27	272	54.73	497			2	100.00	2
ECE	61	80.26	15	19.74	76					
ECLAC	176	60.27	116	39.73	292					
ESCAP	221	56.96	167	43.04	388					
ESCWA	107	51.94	99	48.06	206			1	100.00	1
OMS/DPKO	302	55.41	243	44.59	545	428	23.32	1407	76.68	1 835
Inter-organizational[b]	17	89.47	2	10.53	19					
OCHA	86	80.37	21	19.63	107					
OHCHR	67	81.71	15	18.29	82					
OHRLLS	2	66.67	1	33.33	3					
OIOS	33	82.50	7	17.50	40	1	100.00			1
OLA	60	92.31	5	7.69	65					
Ombudsman										
OSAA	5	71.43	2	28.57	7					
OSG	44	81.48	10	18.52	54					
OSRSGCAC	1	100.00			1					
Regional commissions[c]	2	66.67	1	33.33	3					
UNCC	28	60.87	18	39.13	46					
UNCTAD	129	77.71	37	22.29	166					
UNEP	334	81.07	78	18.93	412					
UNFIP	4	66.67	2	33.33	6					
UN-Habitat	81	75.70	26	24.30	107					
UNMOVIC	7	46.67	8	53.33	15			1	100.00	1
UNODC	81	85.26	14	14.74	95					
UNOG	390	47.79	426	52.21	816					
UNON	172	46.11	201	53.89	373					
UNOV	146	39.25	226	60.75	372					
Total	**4 206**	**60.89**	**2701**	**39.11**	**6 907**	**473**	**21.07**	**1 772**	**78.93**	**2 245**

[a] Includes Field Service, Security Service, Trades and Crafts staff and public information assistants.

[b] Inter-organizational bodies include the Joint Inspection Unit, the High Level Committee on Management and the International Computing Centre.

[c] Regional Commissions New York Office.

Table A.8
Gender distribution of staff in the United Nations Secretariat by department or office and grade

E. All staff in the Professional and higher categories
(as at 30 June 2005)

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
DDA	1				1	1		2	6	2	8	1	2	2	3	1		1	21	10	31	32.26
DESA	1		2	1	7	3	17	11	32	23	37	41	31	25	16	16			143	120	263	45.63
DGACM	1			1	2	2	8	8	59	40	121	86	111	95	10	12			312	244	556	43.88
DM	1				2		2	1	8	6	2	5	2	2					17	14	31	45.16
CMP							1		1		1	1	1		1				5	1	6	16.67
OCSS			1		1	1	5	1	19	4	27	8	34	12	11	8			98	34	132	25.76
OHRM				1		3	2	3	7	10	13	12	8	8	3	8			33	45	78	57.69
OPPBA			1		1	1	4	4	9	8	18	20	14	19	6	8			53	60	113	53.10
DPA	1		3		2	2	5	5	12	13	14	15	15	10	1	9			53	54	107	50.47
DPI	1				4	1	7	7	16	15	37	25	34	43	11	23			110	114	224	50.89
DPKO	1		1	1	6	2	10	3	19	12	90	30	78	46	7	8			212	102	314	32.48
DSS	1					1			6	2	10	2	2	2	1	1			20	8	28	28.57
ECA	1						9	2	25	7	34	16	37	23	15	5			121	53	174	30.46
ECE		1					7	2	14	7	23	7	18	11	9	8			71	36	107	33.64
ECLAC	1					1	7	2	15	4	26	16	19	17	19	12			87	52	139	37.41
ESCAP	1				1		9	2	14	8	42	12	34	12	11	12			112	46	158	29.11
ESCWA		1				1	5	2	17	2	16	12	10	12	3	6			51	36	87	41.38
OMS/DPKO	11	1	24	2	27	1	48	8	131	33	327	92	326	146	85	61		1	979	345	1324	26.06
Inter-organizational[a]					2			1	1	2	4	2	1	3					8	8	16	50.00
OCHA	1			1	2	1	6		10	10	9	13	7	10	2	4			37	39	76	51.32
OHCHR		1		1	1		2	1	9	5	21	15	11	23	7	8			51	54	105	51.43
OHRLLS	1					1	1		1	1	1			1		1			4	4	8	50.00
OIOS						2	4	1	10	5	30	13	15	16	5	5			64	42	106	39.62
OLA	1		1		4		3	5	12	4	7	13	10	13	9	5			47	40	87	45.96
Ombudsman				1				1			1								1	2	3	66.67
OSAA	1						1		1	2		1		4					3	7	10	70.00
OSG	1	1	1		5	1	6	2	4	4	2	10	3	4		3			22	25	47	53.19
OSRSGCAC	1												2						3		3	
Regional commissions[b]								1	1		1								2	1	3	33.33
UNCC			1		1		3		3	3	8	5	11	14		2			27	24	51	47.06
UNCTAD			1		3	1	10	7	30	7	28	15	33	26	15	10			120	66	186	35.48
UNEP	1		2		7	4	23	5	52	9	71	45	56	40	14	22			226	125	351	35.61
UNFIP					1		1			2	1	1		1					3	4	7	57.14
UN-Habitat		1			2		6	2	18	4	19	8	9	9	2	7			56	31	87	35.63
UNMOVIC			1				3	2	13	1	12	4	7	2	2				38	9	47	19.15
UNODC	1				2	1	13	2	24	4	17	25	11	18	2	11			70	61	131	46.56
UNOG	1				1	1	6	4	31	28	98	43	77	51	11	19			225	146	371	39.35
UNON					1				5	2	16	13	19	13	8	4			49	32	81	39.51
UNOV					2		1	3	8	6	30	20	20	10	3	3			64	42	106	39.62
Total	**31**	**6**	**39**	**9**	**88**	**32**	**235**	**100**	**643**	**295**	**1 222**	**647**	**1 068**	**743**	**292**	**302**		**2**	**3 618**	**2 136**	**5 754**	**37.12**

[a] Inter-organizational bodies include the Joint Inspection Unit, the High Level Committee on Management and the International Computing Centre.
[b] Regional Commissions New York Office.

Table A.9
Staff at senior levels in posts subject to geographical distribution
by nationality and grade
(30 June 2001 to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Afghanistan																1	1	1			1	1	1		
Albania																									
Algeria											1					5	4	4	3	1	6	4	4	3	1
Andorra																									
Angola																									
Antigua and Barbuda																1					1				
Argentina				1	1						3	2	1	1	1	3	3	2	2	3	6	5	3	4	5
Armenia													1	1	1								1	1	1
Australia											2	1	1	1	1	3	2	3	2	2	5	3	4	3	3
Austria																2	2	1	1		2	2	1	1	
Azerbaijan																									
Bahamas																									
Bahrain																									
Bangladesh		1	1	1	1											2	1	1	1	1	2	2	2	2	2
Barbados																									
Belarus																		1	3	3			1	3	3
Belgium											1	1	1	2	2	4	5	5	5	6	5	6	6	7	8
Belize																									
Benin																				1					1
Bhutan																									
Bolivia																									
Bosnia and Herzegovina																									
Botswana																									
Brazil	2	1	2	1									1	1	1	2	3	3	3	3	4	4	6	5	4
Brunei Darussalam																									
Bulgaria																		1	1	1			1	1	1
Burkina Faso																1	1	2	2	2	1	1	2	2	2
Burundi																									
Cambodia																									
Cameroon																2	1	1	1	1	2	1	1	1	1
Canada	1	1	1	1	2						2	2	3	1		3	5	5	6	4	6	8	9	8	6
Cape Verde																									
Central African Republic																									
Chad																									
Chile						2	1	1	1	1	1	1	1	1		3	3	3	2	4	6	5	5	4	5
China	1	1	1	1	1						1	2	2	2	2	7	4	8	6	4	9	7	11	9	7
Colombia	1	1	1	1	1															1	1	1	1	1	2
Comoros																									
Congo																									
Costa Rica																1	2	2	2	2	1	2	2	2	2

Table A.9
Staff at senior levels in posts subject to geographical distribution by nationality and grade
(30 June 2001 to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Côte d'Ivoire																				1					1
Croatia																									
Cuba											1	1									1	1			
Cyprus	1	1	1								1	1	1	1		1					3	2	2	1	
Czech Republic											1	1	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Denmark												1	1	1	1	1					1	1	1	1	1
Djibouti																									
Dominica																									
Dominican Republic																									
Ecuador																1	1	1	1	1	1	1	1	1	1
Egypt	1	1	1	1	1						2	1		1	1	6	4	3	3	2	9	6	4	5	4
El Salvador																									
Equatorial Guinea																									
Eritrea																									
Estonia																									
Ethiopia											1	1	1	1	1	2	3	3	3	2	3	4	4	4	3
Fiji																									
Finland													1	1	1	1	1	1	1	1	1	1	2	2	2
France	1	1	1	1	1				1		6	4	5	3	2	10	9	8	10	15	17	14	14	15	18
Gabon																									
Gambia											2	2	2	2	1	2	2				4	4	2	2	1
Georgia																									
Germany	1	1	1	1	1			1	1	1	3	3	4	4	4	10	11	10	9	13	14	15	16	15	19
Ghana	1	1	1	1	1												1	1	2	2	1	2	2	3	3
Greece																			1	1				1	1
Grenada																									
Guatemala																									
Guinea																									
Guinea-Bissau																									
Guyana						2	2	2	1					1	1	2	1	1	1	2	4	3	3	3	3
Haiti											1	1	1	1							1	1	1	1	
Honduras																									
Hungary																1	1	1	1	1	1	1	1	1	1
Iceland											1										1				
India	1	2	2	1	1						2	1	2	2	2	3	5	7	7	6	6	8	11	10	9

Table A.9
Staff at senior levels in posts subject to geographical distribution by nationality and grade
(30 June 2001 to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Indonesia																1					1				
Iran (Islamic Republic of)																2	2	2	2	3	2	2	2	2	3
Iraq																2	2	1	2	3	2	2	1	2	3
Ireland	1	1							1	1						2	2	1	1	1	3	3	1	2	2
Israel																1	1	1	2	1	1	1	1	2	1
Italy	1	1	1	1	1	1	1	1	1	1	3	3	4	3	3	5	4	2	2	1	10	9	8	7	6
Jamaica						1	1	2	1	1											1	1	2	1	1
Japan	1	1	1	1	1	1	1	1				1	1	1	2	5	3	4	5	3	7	6	7	7	6
Jordan																1					1				
Kazakhstan																									
Kenya											1	1	1			1	1	1	2	2	2	2	2	2	2
Kiribati																									
Kuwait											1	1	1	1	1						1	1	1	1	1
Kyrgyzstan																									
Lao People's Democratic Republic																									
Latvia																									
Lebanon															1	1	2	2	1		1	2	2	1	1
Lesotho																									
Liberia																1	1	1	1	1	1	1	1	1	1
Libyan Arab Jamahiriya																				1					1
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia						1	1			1	1	1				3	2	1	1	1	5	4	1	1	2
Maldives																									
Mali											1	1	1	1	1		1	1	1	2	1	2	2	2	3
Malta															1	1	1	1	1		1	1	1	1	1
Marshall Islands																									
Mauritania																1	1	1	1		1	1	1	1	
Mauritius						1	1	1	1		2	1	1	1							3	2	2	2	
Mexico													1	2	4	3	4	3	4	3	3	4	4	6	7
Micronesia (Federated States of)																									
Monaco																									
Mongolia																									
Morocco																2	2	3	1	1	2	2	3	1	1

Table A.9
Staff at senior levels in posts subject to geographical distribution by nationality and grade
(30 June 2001 to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Mozambique																1	1	1	1	1	1	1	1	1	1
Myanmar																1	1	1			1	1	1		
Namibia							1	1	1	1												1	1	1	1
Nauru																									
Nepal																									
Netherlands												1	1	1	1	3	3	5	5	3	3	4	6	6	4
New Zealand									1	1	2	2	2	1	2	2	1	1	2	1	4	3	3	4	4
Nicaragua																									
Niger													1	1	1	1	1				1	1	1	1	1
Nigeria																2	2	3	2	3	2	2	3	2	3
Norway				1	1								1	1									1	2	1
Oman											1	1	1	1	1	1	1	1	1	1	2	2	2	2	2
Pakistan	1	1	1	1						1	2	2	2	2	2	1	1	1	2	2	4	4	4	5	5
Palau																									
Panama											1	1	1	1	1						1	1	1	1	1
Papua New Guinea																									
Paraguay																									
Peru											1	1	1	2	1	3	3	3	3	3	4	4	4	5	4
Philippines														1		2					2			1	
Poland	1																1	2	2	2	1	1	2	2	2
Portugal																									
Qatar																									
Republic of Korea	1	1	1	1	1															1	1	1	1	1	2
Republic of Moldova																			1	1				1	1
Romania																				1					1
Russian Federation	1	1	1	1	1						3	3	2	2	3	7	9	12	11	14	11	13	15	14	18
Rwanda																									
Saint Kitts and Nevis																									
Saint Lucia																1	1				1	1			
Saint Vincent and the Grenadines																									
Samoa																									
San Marino																									
Sao Tome and Principe																									
Saudi Arabia																1	1	1	1	1	1	1	1	1	1
Senegal						1	1	1	1		2	2	2	2	2	1	2	3	2	2	4	5	6	5	4
Serbia and Montenegro																1	1	1			1	1	1		
Seychelles																				1					1
Sierra Leone											1	1	1	1	1						1	1	1	1	1

Table A.9
Staff at senior levels in posts subject to geographical distribution by nationality and grade
(30 June 2001[1] to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Singapore	1	1	1	1					1	1	2	1	1	1	1	3	3	2	3	3	6	5	4	6	5
Slovakia		1	1	1	1																	1	1	1	1
Slovenia						1	1	1	1	1					1	1	1	1	1		2	2	2	2	2
Solomon Islands																									
Somalia																1					1				
South Africa																									
Spain																3	2	1	1	1	3	2	1	1	1
Sri Lanka	1	1															1				1	1			
Sudan																1	2	2	1	1	1	2	2	1	1
Suriname																									
Swaziland																1	1	1	1		1	1	1	1	
Sweden	1	1	1			1	1	1	1	2		1	1	1	1	2	3	2	1	1	4	6	5	3	4
Switzerland					1						1					1	2	3	3	3	2	2	3	3	4
Syrian Arab Republic																				2					2
Tajikistan																									
Thailand																1	1	1	2	2	1	1	1	2	2
The former Yugoslav Republic of Macedonia																									
Timor-Leste																									
Togo											1	1									1	1			
Tonga																									
Trinidad and Tobago														1	1	1	1	1	1	1	1	1	1	2	2
Tunisia						1	1	1	1	1	1	1	1	1		2	3	3	3	2	4	5	5	5	3
Turkey											1	1	1			5	4	4	4	4	6	5	5	4	4
Turkmenistan																									
Tuvalu																									
Uganda										1	1	1	1	1	1	3	2	3	3	2	4	3	4	4	4
Ukraine																	1	1	2	2		1	1	2	2
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	1	1	1	2	1	1	1	1	2	4	4	6	7	4	12	15	12	10	10	18	21	20	19	18
United Republic of Tanzania			1	1	1	1	1														1	1	1	1	1
United States of America	1	1	1	1	1	2	2	2	1	2	7	8	9	8	5	33	37	36	37	38	43	48	48	47	46
Uruguay											1	1	1	1	1	1	1	1			2	2	2	1	1
Uzbekistan																									
Vanuatu														1	1	1	1	1	1	1	1	1	1	1	1
Venezuela (Bolivarian Republic of)															1				1	1				2	2
Viet Nam																	1					1			
Yemen																1	1	1	1	1	1	1	1	1	1
Zambia																									
Zimbabwe																									
Subtotal	23	24	24	22	22	17	17	17	17	19	73	68	76	76	67	214	217	216	216	221	327	326	333	331	329

Table A.9

Staff at senior levels in posts subject to geographical distribution by nationality and grade

(30 June 2001 to 30 June 2005)

Country of nationality	USG					ASG					D-2					D-1					Total				
	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05	01	02	03	04	05
Palestine																									
Stateless													1	1	1								1	1	1
Subtotal													*1*	*1*	*1*								*1*	*1*	*1*
Economic grouping																									
Developing countries	*12*	*13*	*14*	*12*	*9*	*10*	*10*	*9*	*8*	*8*	*37*	*32*	*31*	*36*	*32*	*102*	*96*	*96*	*92*	*92*	*161*	*151*	*150*	*148*	*141*
Developed countries	*9*	*9*	*8*	*8*	*11*	*6*	*6*	*7*	*8*	*10*	*32*	*32*	*41*	*36*	*29*	*102*	*107*	*100*	*102*	*104*	*149*	*154*	*156*	*154*	*154*
Countries with economies in transition	*2*	*2*	*2*	*2*	*2*	*1*	*1*	*1*	*1*	*1*	*4*	*4*	*4*	*4*	*6*	*10*	*14*	*20*	*22*	*25*	*17*	*21*	*27*	*29*	*34*
Total	**23**	**24**	**24**	**22**	**22**	**17**	**17**	**17**	**17**	**19**	**73**	**68**	**77**	**77**	**68**	**214**	**217**	**216**	**216**	**221**	**327**	**326**	**334**	**332**	**330**

Table A.10
Gender distribution of staff in the United Nations Secretariat by nationality, grade and gender
A. Staff in the General Service category
(as at 30 June 2005)

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Afghanistan						1										1	1	100.00
Albania																		
Algeria	1			2	5	3	4	2	5		1				20	7	27	25.93
Andorra																		
Angola																		
Antigua and Barbuda								2								2	2	100.00
Argentina	2	2	5	2	3	7	9	6	1	2		1			20	20	40	50.00
Armenia										1						1	1	100.00
Australia				4	1	6	3	9							4	19	23	82.61
Austria	4	6	21	32	14	31	34	31	10	5		1			83	105	189	55.56
[illegible]																		
[illegible]						2				1						3	3	100.00
[illegible]						4		2	1						1	6	7	85.71
[illegible]			2		3	2	1		3						9	2	11	18.18
[illegible]	1		2	4	4	2	1	4							8	10	18	55.56
[illegible]					1	2	1			1					2	3	5	60.00
[illegible]			1	3	2	11		5							4	19	23	82.61
[illegible]						1				1					1	3	4	75.00
[illegible]				1		1		1								3	3	100.00
[illegible]																		
[illegible]		1		4		3	3	3							3	11	14	78.57
[illegible]			1				4	2	1	2					8	4	10	40.00
[illegible]																		
[illegible]	2	3	1	2	4	6	2	5	2	2	2				13	18	31	58.06
[illegible]																		
[illegible]			1	1											1	1	2	50.00
[illegible]				1		1	1		1						2	3	5	60.00
[illegible]			1		1	5	2	5	1	3	8			1	13	15	28	53.57
[illegible]							1	1							1	1	2	50.00
[illegible]		1	3	2	1	4	3	5	3		1				11	12	23	52.17
[illegible]	3	13	1	27	5	32	4	21	1	2	1				19	89	108	82.41
[illegible]																		
[illegible]							1		1						2		2	
[illegible]																		
[illegible]	18	23	18	34	16	29	10	33	26	5	4	1			94	125	219	57.08
[illegible]	1	3	4	6	16	17	16	21	2	2	1				44	48	92	52.17
[illegible]		1	6	11	4	13	5	9	2		1				18	34	52	65.38
[illegible]																		
[illegible]			2			2		1				1			2	4	6	66.67
[illegible]								1								1	1	100.00
[illegible]			3	1	6	11	21	9	17	6	25	1			76	28	104	26.92
[illegible]						4	3	3		2					3	11	14	78.57
[illegible]			2				1	3	1						4	3	7	42.86
[illegible]					1	1	1								2	1	3	33.33
[illegible]							1	3	2						4	4	8	50.00
[illegible]																		
[illegible]					3	1	1		1	1	1				6	2	8	25.00
[illegible]						2		2								5	5	100.00
[illegible]																		
[illegible]																		
[illegible]						3	2	4							3	7	10	70.00
[illegible]				1	2	2		3							4	11	15	73.33
[illegible]			4		22	7	6	5	2						36	17	53	32.08
[illegible]						8		1		1						9	9	100.00
[illegible]																		
[illegible]					1	1		2	3						7	5	12	41.67
[illegible]																		
[illegible]	47	76	81	98	82	78	46	55	83	20	47	17	5		271	254	525	48.38
[illegible]								1	1						2	1	3	33.33
[illegible]								1							1	4	5	80.00
[illegible]	12	31	4	36	60	132	61	77	43	12	1	1	1		224	323	547	59.05
[illegible]																		
[illegible]								1								1	1	100.00
[illegible]																		
[illegible]		2		2		12	4	12	2	2					10	35	45	77.78
[illegible]		1		1		12	3	2	2		1				11	20	31	64.52
[illegible]		2		1		8	1	3	2						6	12	18	66.67
[illegible]																3	3	100.00
[illegible]						2	2	1							2	4	6	66.67
[illegible]									2						4		4	
[illegible]																1	1	100.00
[illegible]	1	2	4	3		12	3	1	2	4					11	28	39	71.79
[illegible]	1	2	4	3		10	1	14	1	3	2				8	49	57	85.96
[illegible]																4	4	100.00
[illegible]								3							3	1	4	25.00
[illegible]																		

Table A.10
Gender distribution of staff in the United Nations Secretariat by nationality, grade and gender
A. Staff in the General Service category
(as at 30 June 2005)

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
India	4	4	34	22	24	26	22	14	9	1	1		1		95	87	182	47.80
Indonesia	3		3	2	2	4		5	5	3	2				15	14	29	48.28
Iran (Islamic Republic of)		2		1		2	1	3							1	8	9	88.89
Iraq			1	1	1	4			1						3	6	9	66.67
Ireland	1	2	2	5	2	10		4		1					5	22	27	81.48
Israel						1	3	1		1					3	3	6	50.00
Italy	2	2	7	2	12	7	5	12	2	1	2				30	24	54	44.44
Jamaica	2	4	3	8	3	14	3	17		4					11	47	58	81.03
Japan		1	1		2	9	2	11	2	3					7	24	31	77.42
Jordan		3	3	3	5	1	2	1			1				11	8	19	42.11
Kazakhstan				1												1	1	100.00
Kenya	24	32	41	109	45	139	82	117	60	21	31	4		1	283	423	706	59.92
Kiribati																		
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic																		
Latvia																		
Lebanon	6	10	16	36	11	13	20	34	32	9	6	2			91	104	195	53.33
Lesotho																		
Liberia				1		2										3	3	100.00
Libyan Arab Jamahiriya						1										1	1	100.00
Liechtenstein																		
Lithuania				1												1	1	100.00
Luxembourg																		
Madagascar		1		1	2	1	1	4		1					3	8	11	72.73
Malawi		1				1				1						3	3	100.00
Malaysia			1	2	2	2	1	2							4	6	10	60.00
Maldives			1												1		1	
Mali			2			3		2	1						3	5	8	62.50
Malta																		
Marshall Islands																		
Mauritania			1												1		1	
Mauritius	1	1	1	1	2	1	3	2							7	5	12	41.67
Mexico	1	2	6	17	4	15	3	7	4	1	2	1			20	43	63	68.25
Micronesia (Federated States of)																		
Monaco																		
Mongolia				2		1										3	3	100.00
Morocco	3	3	1	3	3	2	3	8	4	3	1	1			15	20	35	57.14
Mozambique																		
Myanmar	1		4	9	12	5	7	9	1	2	1	2			26	27	53	50.94
Namibia				1		1										2	2	100.00
Nauru																		
Nepal	1			1					1						2	1	3	33.33
Netherlands	1			5	2	4	2	4							5	13	18	72.22
New Zealand								1		1						2	2	100.00
Nicaragua						1		1								2	2	100.00
Niger	1	1		1		1	1	2	1	1			2		5	6	11	54.55
Nigeria	2	1	1	3	1	7	1	5	1		2				8	16	24	66.67
Norway				1		1										2	2	100.00
Oman																		
Pakistan	2		4		4	1	4	1							14	2	16	12.50
Palau																		
Panama	1			3				1							1	4	5	80.00
Papua New Guinea																		
Paraguay	1					2			1						2	2	4	50.00
Peru	1	3	7	12	7	27	13	27	9	3	3	1			40	73	113	64.60
Philippines	8	28	19	96	39	126	40	64	12	6	1	1			119	321	440	72.95
Poland		1		2			2	4		1					2	8	10	80.00
Portugal	1		1	2	2	2	1	3	3	1	1	1	1	1	10	10	20	50.00
Qatar																		
Republic of Korea					1		2	1	1						4	1	5	20.00
Republic of Moldova																		
Romania		1	1			3	1	2							2	6	8	75.00
Russian Federation	1	3	2	18	1	42	2	44	1	6	1				8	113	121	93.39
Rwanda		1		2	1	3		2	1		1				3	8	11	72.73
Saint Kitts and Nevis				1												1	1	100.00
Saint Lucia				2												2	2	100.00
Saint Vincent and the Grenadines			1		1	1		1							2	2	4	50.00
Samoa																		
San Marino																		
Sao Tome and Principe																		
Saudi Arabia																		
Senegal		1	3	2	5	4	4	1	2		1				15	8	23	34.78
Serbia and Montenegro			2	4	1	2	7	3	4	1					14	10	24	41.67
Seychelles				2												2	2	100.00
Sierra Leone		1		2		3	3	2							3	8	11	72.73

Table A.10
Gender distribution of staff in the United Nations Secretariat by nationality, grade and gender
A. Staff in the General Service category
(as at 30 June 2005)

Country of nationality	G-7		G-6		G-5		G-4		G-3		G-2		G-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Singapore	1	1		1	2	1			1						4	3	7	42.86
Slovakia			1			1	1	1	1	1					3	3	6	50.00
Slovenia		1			1										1	1	2	50.00
Solomon Islands						1										1	1	100.00
Somalia					1	1									1	1	2	50.00
South Africa		1			2	2	2	2			1				5	5	10	50.00
Spain	3	5	6	5	8	27	6	18	2	1			1	1	26	57	83	68.67
Sri Lanka	1		3	8	3	9	2	7	3						12	24	36	66.67
Sudan			1	2		5		1			1				2	8	10	80.00
Suriname						1										1	1	100.00
Swaziland																		
Sweden			4	3			1	2		1					5	6	11	54.55
Switzerland	5	5	15	18	15	24	9	16	5	1	2				51	64	115	55.65
Syrian Arab Republic	1		1	5	2	4	2	6	1		1				8	15	23	65.22
Tajikistan								1								1	1	100.00
Thailand	22	27	23	65	24	57	36	53	37	10	9				151	212	363	58.40
The former Yugoslav Republic of Macedonia																		
Timor-Leste																		
Togo		1	1			4	2	1	1		1				5	6	11	54.55
Tonga																		
Trinidad and Tobago	5	4	5	10	1	11	4	13	2	2	1	1			18	41	59	69.49
Tunisia		1	4	3	5	3	6	1	6	1			1		22	9	31	29.03
Turkey	1	2	1	1	4	2	2	1	2						10	6	16	37.50
Turkmenistan																		
Tuvalu																		
Uganda		1	1	13		7		5							1	26	27	96.30
Ukraine				3		2		4								9	9	100.00
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	1	24	11	47	8	47	10	28	4	2	1				35	148	183	80.87
United Republic of Tanzania		2		6		10		5	2	1			1		3	24	27	88.89
United States of America	26	67	58	145	98	178	82	140	23	29	4	7			292	567	859	66.01
Uruguay	4		7	5	4	4	9	5	2	2					26	16	42	38.10
Uzbekistan																		
Vanuatu				1	1			1	1						2	2	4	50.00
Venezuela (Bolivarian Republic of)	1				1	3	1	3	2			1			5	7	12	58.33
Viet Nam						1										1	1	100.00
Yemen		1			1				1		1				3	1	4	25.00
Zambia			5	3	1	2		2		2	3	1	1		10	10	20	50.00
Zimbabwe				2	2	4	1	1		1	1				4	8	12	66.67
Subtotal	**236**	**384**	**494**	**1 057**	**601**	**1 384**	**676**	**1 119**	**478**	**204**	**179**	**46**	**14**	**4**	**2 678**	**4 198**	**6 876**	**61.05**
Others																		
Palestine			1		1	2		1							2	3	5	60.00
Stateless	2		10	4	3	1	2		1						18	5	23	21.74
Subtotal	**2**		**11**	**4**	**4**	**3**	**2**	**1**	**1**						**20**	**8**	**28**	**28.57**
Total	**238**	**384**	**505**	**1 061**	**605**	**1 387**	**678**	**1 120**	**479**	**204**	**179**	**46**	**14**	**4**	**2 698**	**4 206**	**6 904**	**60.92**

Table A.10
B. Summary of staff in the General Service and related categories

Country of nationality	General Service		Language teachers		National Officers		Security		Field Service		Public information assistants		Trades and Crafts		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Afghanistan		1							5						5	1	6	16.67
Albania									9	11					9	11	20	55.00
Algeria	20	7		1					2						22	8	30	26.67
Andorra																		
Angola									14						14		14	
Antigua and Barbuda		2					1		1						2	2	4	50.00
Argentina	20	20		1	1					1			1		22	22	44	50.00
Armenia		1								1						2	2	100.00
Australia	4	19		1		2			25	7					29	29	58	50.00
Austria	83	106							24	4			1		108	110	218	50.46
Azerbaijan										1						1	1	100.00
Bahamas		3														3	3	100.00
Bahrain	1	6							1						2	6	8	75.00
Bangladesh	9	2			1				4	1					14	3	17	17.65
Barbados	8	10					6		23	1			1		38	11	49	22.45
Belarus	2	3							1						3	3	6	50.00
Belgium	4	19		1					4			1			8	21	29	72.41
Belize	1	3													1	3	4	75.00
Benin		3							3	1					3	4	7	57.14
Bhutan									3	1					3	1	4	25.00
Bolivia	3	11			1										4	11	15	73.33
Bosnia and Herzegovina	6	4					3		23	18					32	22	54	40.74
Botswana										1						1	1	100.00
Brazil	13	18				1			3	3		1			16	23	39	58.97
Brunei Darussalam																		
Bulgaria	1	1							5						6	1	7	14.29
Burkina Faso	2	3			1				2	1					5	4	9	44.44
Burundi	13	15				1			1	3					14	19	33	57.58
Cambodia	1	1							2	3					3	4	7	57.14
Cameroon	11	12				1			9	6					20	19	39	48.72
Canada	22	89					1		37	9			2		62	98	160	61.25
Cape Verde										2						2	2	100.00
Central African Republic	2								3	3					5	3	8	37.50
Chad									1						1		1	
Chile	94	125							7						101	125	226	55.31
China	44	48						1	3			1	1		48	50	98	51.02
Colombia	18	34							9	1			3		30	35	65	53.85
Comoros												1				1	1	100.00
Congo	2	4													2	4	6	66.67
Costa Rica		1											1		1	1	2	50.00
Côte d'Ivoire	76	28			1	1			3	5					80	34	114	29.82
Croatia	3	11							32	19		1			35	31	66	46.97
Cuba	4	3													4	3	7	42.86
Cyprus	2	1							2						4	1	5	20.00
Czech Republic	4	4					1			1					5	5	10	50.00
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	6	2							4	4					10	6	16	37.50
Denmark		5					2		7	1					9	6	15	40.00
Djibouti																		
Dominica							3						1		4		4	
Dominican Republic	3	7							2				1		6	7	13	53.85
Ecuador	4	11							3	2					7	13	20	65.00
Egypt	36	17		1			5		2	1			1		44	19	63	30.16
El Salvador		9							5	2					5	11	16	68.75
Equatorial Guinea																		
Eritrea	7	5							1	1					8	6	14	42.86
Estonia									1						1		1	
Ethiopia	271	254							12	7			2		285	261	546	47.80
Fiji	2	1							35	1					37	2	39	5.13
Finland	1	4							30	1					31	5	36	13.89
France	224	323	2	10			1		14	3					241	336	577	58.23
Gabon																		
Gambia		1							2	1					2	2	4	50.00
Georgia									2	2					2	2	4	50.00
Germany	10	35					2	1	10				1		23	36	59	61.02
Ghana	11	20			1		2		47	7		1			61	28	89	31.46
Greece	6	12							1	2					7	14	21	66.67
Grenada		3							1						1	3	4	75.00
Guatemala	2	4							14	3					16	7	23	30.43
Guinea	4								1						5		5	
Guinea-Bissau		1							2						2	1	3	33.33
Guyana	11	28					3		5	2			1		20	30	50	60.00
Haiti	8	49					1		12	17			1		22	66	88	75.00
Honduras		4							10	4					10	8	18	44.44
Hungary	3	1						1	1	1					4	3	7	42.86
Iceland									9				1		10		10	

Table A.10
B. Summary of staff in the General Service and related categories

Country of nationality	General Service		Language teachers		National Officers		Security		Field Service		Public information assistants		Trades and Crafts		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
India	95	67			1		2		42	8			3	1	143	76	219	34.70
Indonesia	15	14					1		7	1			1		24	15	39	38.46
Iran (Islamic Republic of)	1	8			1				1	2					3	10	13	76.92
Iraq	3	6							22	10			2		27	16	43	37.21
Ireland	5	22							34	1			1		40	23	63	36.51
Israel	3	3					1	1	1				1		6	4	10	40.00
Italy	30	24					1		7	1			1		39	25	64	39.06
Jamaica	11	47					9	3	31	6			5		56	56	112	50.00
Japan	7	24				1	1		1	1					9	26	35	74.29
Jordan	11	8							25	4					36	12	48	25.00
Kazakhstan		1								1						2	2	100.00
Kenya	283	423			1	2			44	33					328	458	786	58.27
Kiribati																		
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic																		
Latvia																		
Lebanon	91	104				1	1		28	5					120	110	230	47.83
Lesotho						1										1	1	100.00
Liberia		3							14	4					14	7	21	33.33
Libyan Arab Jamahiriya		1														1	1	100.00
Liechtenstein																		
Lithuania		1							1						1	1	2	50.00
Luxembourg									1						1		1	
Madagascar	3	8													3	8	11	72.73
Malawi		3							1						1	3	4	75.00
Malaysia	4	6							5	1					9	7	16	43.75
Maldives	1														1		1	
Mali	3	5								1					3	6	9	66.67
Malta																		
Marshall Islands																		
Mauritania	1														1		1	
Mauritius	7	5							1						8	5	13	38.46
Mexico	20	43			1										21	43	64	67.19
Micronesia (Federated States of)																		
Monaco																		
Mongolia		3								2						5	5	100.00
Morocco	15	20			1				16	4					32	24	56	42.86
Mozambique										2						2	2	100.00
Myanmar	26	27			1				5	2			1		33	29	62	46.77
Namibia		2							1	1					1	3	4	75.00
Nauru																		
Nepal	2	1			1				12				1		16	1	17	5.88
Netherlands	5	13							5	1					10	14	24	58.33
New Zealand		2							28	5			1		29	7	36	19.44
Nicaragua		2														2	2	100.00
Niger	5	6							2	3					7	9	16	56.25
Nigeria	8	16			1		1	1	17	4			1		28	21	49	42.86
Norway		2					4		23	5					27	7	34	20.59
Oman																		
Pakistan	14	2			1		1		28				1		45	2	47	4.26
Palau																		
Panama	1	4				1							4		5	5	10	50.00
Papua New Guinea									1						1		1	
Paraguay	2	2													2	2	4	50.00
Peru	40	73	1						12	2			3		56	75	131	57.25
Philippines	119	321					1		58	20			5		183	341	524	65.08
Poland	2	8							3				2		7	8	15	53.33
Portugal	10	10						1	8	3					18	14	32	43.75
Qatar																		
Republic of Korea	4	1							1						5	1	6	16.67
Republic of Moldova																		
Romania	2	6				1	10	1	7	2					19	10	29	34.48
Russian Federation	8	113		2			1		10	5				1	19	121	140	86.43
Rwanda	3	6							18	1					21	9	30	30.00
Saint Kitts and Nevis		1														1	1	100.00
Saint Lucia		2														2	2	100.00
Saint Vincent and the Grenadines	2	2					1						1		4	2	6	33.33
Samoa									1						1		1	
San Marino																		
Sao Tome and Principe										1						1	1	100.00
Saudi Arabia																		
Senegal	15	8			1				6	2					22	10	32	31.25
Serbia and Montenegro	14	10							18	10			1		33	20	53	37.74
Seychelles		2								2						4	4	100.00
Sierra Leone	3	8					1		13	4					17	12	29	41.38

Table A.10
B. Summary of staff in the General Service and related categories

Country of nationality	General Service		Language teachers		National Officers		Security		Field Service		Public information assistants		Trades and Crafts		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Singapore	4	3								1		1			4	5	9	55.56
Slovakia	3	3							2						5	3	8	37.50
Slovenia	1	1													1	1	2	50.00
Solomon Islands		1														1	1	100.00
Somalia	1	1							5						6	1	7	14.29
South Africa	5	5			1			1	17	4					23	10	33	30.30
Spain	26	57	2	2			3		3						34	59	93	63.44
Sri Lanka	12	24			1		2		20	1			3		38	25	63	39.68
Sudan	2	8			1				10	1					13	9	22	40.91
Suriname		1														1	1	100.00
Swaziland																		
Sweden	5	6					3		29	2	1	2			38	10	48	20.83
Switzerland	51	64	1							1					52	65	117	55.56
Syrian Arab Republic	8	15							5	3					13	18	31	58.06
Tajikistan		1							16	11					16	12	28	42.86
Thailand	151	212							10	7					161	219	380	57.63
The former Yugoslav Republic of Macedonia									5	5					5	5	10	50.00
Timor-Leste																		
Togo	5	6			1				1	2					7	8	15	53.33
Tonga																		
Trinidad and Tobago	18	41				1	12	3	39	5			4		73	50	123	40.65
Tunisia	22	9							9	1			1		32	10	42	23.81
Turkey	10	6			1		3		2	1					16	7	23	30.43
Turkmenistan																		
Tuvalu																		
Uganda	1	26							8	9					9	35	44	79.55
Ukraine		9		1					7						7	10	17	58.82
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	35	148		2			1		61	16			3		100	166	266	62.41
United Republic of Tanzania	3	24			1				16	8					20	32	52	61.54
United States of America	292	567	2	6		1	112	14	51	19	1	1	101	3	559	611	1 170	52.22
Uruguay	26	16							2						28	16	44	36.36
Uzbekistan										1						1	1	100.00
Vanuatu	2	2													2	2	4	50.00
Venezuela (Bolivarian Republic of)	5	7													5	7	12	58.33
Viet Nam		1														1	1	100.00
Yemen	3	1													3	1	4	25.00
Zambia	10	10							4	2		1			14	13	27	48.15
Zimbabwe	4	8				1			15	1	1		1		21	10	31	32.26
Subtotal	**2 681**	**4 198**	**8**	**28**	**22**	**16**	**203**	**28**	**1 390**	**427**	**3**	**11**	**167**	**5**	**4 474**	**4 713**	**9 187**	**51.30**
Others																		
Palestine	2	3							9	1					11	4	15	26.67
Stateless	18	5								1					18	6	24	25.00
Subtotal	***20***	***8***							***9***	***2***					***29***	***10***	***39***	***25.64***
Total	**2 701**	**4 206**	**8**	**28**	**22**	**16**	**203**	**28**	**1 399**	**429**	**3**	**11**	**167**	**5**	**4 503**	**4 723**	**9 226**	**51.19**

Table A.10
C. Project personnel staff

Country of nationality	L-7		L-6		L-5		L-4		L-3		L-2		L-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Afghanistan							1								1		1	
Albania														1		1	1	100.00
Algeria				1												1	1	100.00
Andorra																		
Angola																		
Antigua and Barbuda					1										1		1	
Argentina			1		5	1	1		5	1		1			12	3	15	20.00
Armenia																		
Australia			3		1	1	4	1	3	2	2				13	4	17	23.53
Austria					3		2		3	2		3			8	5	13	38.46
Azerbaijan					1										1		1	
Bahamas																		
Bahrain																		
Bangladesh							1	2	1		1				3	2	5	40.00
Barbados										1						1	1	100.00
Belarus						1										1	1	100.00
Belgium			1				5	4	5		2	2			13	6	19	31.58
Belize																		
Benin					1				2						3		3	
Bhutan																		
Bolivia					2		1			1	1	1			4	2	6	33.33
Bosnia and Herzegovina									1						1		1	
Botswana																		
Brazil				1	1				4			1			5	2	7	28.57
Brunei Darussalam																		
Bulgaria					1	1	2	1	2		1				6	2	8	25.00
Burkina Faso																		
Burundi									1	1					1	1	2	50.00
Cambodia											2				2		2	
Cameroon					3	1			3			1			6	2	8	25.00
Canada		1	1		5	1	12	2	5	6	2	2			25	12	37	32.43
Cape Verde																		
Central African Republic								1		1						2	2	100.00
Chad									1						1		1	
Chile					7		6		1	1	3	2			17	3	20	15.00
China					3	1	1					1			4	2	6	33.33
Colombia				1	2					2		1			2	4	6	66.67
Comoros												1				1	1	100.00
Congo									1						1		1	
Costa Rica								1	2		1				3	1	4	25.00
Côte d'Ivoire									3		2	1			5	1	6	16.67
Croatia							1								1		1	
Cuba																		
Cyprus																		
Czech Republic										1						1	1	100.00
Democratic People's Republic of Korea																		
Democratic Republic of the Congo											2				2		2	
Denmark			1		3		3		3	2	9	7		2	19	11	30	36.67
Djibouti									1						1		1	
Dominica																		
Dominican Republic																		
Ecuador					1		1				1			1	3	1	4	25.00
Egypt			2		2		2				1		1		8		8	
El Salvador																		
Equatorial Guinea																		
Eritrea												1		1		2	2	100.00
Estonia												1				1	1	100.00
Ethiopia				1				1	3		3		1		7	2	9	22.22
Fiji					1		1		1						3		3	
Finland					2	1	1	2	2	1	1	6			6	12	18	66.67
France			4		9	3	11	4	14	9	12	14			50	30	80	37.50
Gabon											1				1		1	
Gambia									1						1		1	
Georgia																		
Germany					2	2	1	1	9	3	14	15			26	21	47	44.68
Ghana					2		1		1			1			4	1	5	20.00
Greece					2							1			2	1	3	33.33
Grenada																		
Guatemala									1						1		1	
Guinea									2						2		2	
Guinea-Bissau																		
Guyana							1								1		1	
Haiti							1					1			1	1	2	50.00
Honduras																		
Hungary					2			1							2	1	3	33.33
Iceland																		

Table A.10
C. Project personnel staff

Country of nationality	L-7		L-6		L-5		L-4		L-3		L-2		L-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
India	1		3	1	3		4	1	5	3	1	1	1		18	6	24	25.00
Indonesia																		
Iran (Islamic Republic of)					2	1			2	2	1				5	3	8	37.50
Iraq					3				1						4		4	
Ireland					1		1			2	1				3	2	5	40.00
Israel																		
Italy	1				7	2	7	3	7	9	16	26		1	38	41	79	51.90
Jamaica							1								1		1	
Japan			2		2	2	2		9	6	2	7			14	15	29	51.72
Jordan										1						1	1	100.00
Kazakhstan												1				1	1	100.00
Kenya						1	2	1	3	3	3	4	1		9	9	18	50.00
Kiribati																		
Kuwait																		
Kyrgyzstan									1	1					1	1	2	50.00
Lao People's Democratic Republic																		
Latvia										1						1	1	100.00
Lebanon			1						1						2		2	
Lesotho																		
Liberia									2	1					2	1	3	33.33
Libyan Arab Jamahiriya																		
Liechtenstein																		
Lithuania																		
Luxembourg											2				2		2	
Madagascar											1				1		1	
Malawi			1												1		1	
Malaysia					2	1			2	1					4	2	6	33.33
Maldives																		
Mali			1		1				2						4		4	
Malta																		
Marshall Islands																		
Mauritania											1				1		1	
Mauritius							1		2	1					3	1	4	25.00
Mexico			1		2			1	1		1				5	1	6	16.67
Micronesia (Federated States of)																		
Monaco																		
Mongolia										2						2	2	100.00
Morocco					1					2		1			1	3	4	75.00
Mozambique																		
Myanmar																		
Namibia																		
Nauru																		
Nepal							1								1		1	
Netherlands			3		3		7		4	3	2	8	4	4	23	15	38	39.47
New Zealand			1		4				1	1	2				8	1	9	11.11
Nicaragua			1												1		1	
Niger																		
Nigeria			1		2		3	1	1						7	1	8	12.50
Norway			1		3		3		2		4	10			13	10	23	43.48
Oman																		
Pakistan			1				2		1	2	2				6	2	8	25.00
Palau																		
Panama																		
Papua New Guinea					1										1		1	
Paraguay											1				1		1	
Peru					1				1		2	1	1		5	1	6	16.67
Philippines			2				1	1		2	2	1			5	4	9	44.44
Poland								1	1		1				2	1	3	33.33
Portugal						1				1						2	2	100.00
Qatar																		
Republic of Korea			1		2				2			3			5	3	8	37.50
Republic of Moldova																		
Romania							2		1						3		3	
Russian Federation			1		1	1			1						3	1	4	25.00
Rwanda										1						1	1	100.00
Saint Kitts and Nevis																		
Saint Lucia																		
Saint Vincent and the Grenadines							1								1		1	
Samoa																		
San Marino																		
Sao Tome and Principe																		
Saudi Arabia																		
Senegal			1	1	2		3	1	1		1				8	2	10	20.00
Serbia and Montenegro																		
Seychelles												1				1	1	100.00
Sierra Leone							2	1	3	2	1				6	3	9	33.33

Table A.10
C. Project personnel staff

Country of nationality	L-7		L-6		L-5		L-4		L-3		L-2		L-1		Total		Grand total	Female (percentage)
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Singapore																		
Slovakia																		
Slovenia																		
Solomon Islands									2						2		2	
Somalia							1	1	1	1	1	1			3	3	6	50.00
South Africa							2	1	2	1		3			4	5	9	55.56
Spain					1				1						2		2	
Sri Lanka			1		3		2								6		6	
Sudan																		
Suriname																		
Swaziland					2	2	2	1	2	2	4	11			12	16	28	57.14
Sweden	1		1		2		1	1	4	2	4	10			12	13	25	52.00
Switzerland	1				2					1					2	1	3	33.33
Syrian Arab Republic					2													
Tajikistan															1	2	3	66.67
Thailand						1			1			1						
The former Yugoslav Republic of Macedonia																		
Timor-Leste									1		1				2		2	
Togo																		
Tonga					2										2		2	
Trinidad and Tobago				1		1	1		1	1	1		1		4	3	7	42.86
Tunisia							1								1		1	
Turkey																		
Turkmenistan																		
Tuvalu			1	1			2		1	1					4	2	6	33.33
Uganda										2						2	2	100.00
Ukraine																		
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	1		8		8	3	14	2	12	5	2	1			45	11	56	19.64
United Republic of Tanzania			1			1					1				2	1	3	33.33
United States of America	1		3	1	10	1	7	7	10	7	1	8		1	32	25	57	43.86
Uruguay							1			1					1	1	2	50.00
Uzbekistan							1								1		1	
Vanuatu																		
Venezuela (Bolivarian Republic of)							1		1						2		2	
Viet Nam					1										1		1	
Yemen							1								1		1	
Zambia										1						1	1	100.00
Zimbabwe					1				1						2		2	
Subtotal	***6***	***1***	***50***	***9***	***137***	***31***	***140***	***45***	***175***	***106***	***123***	***165***	***10***	***11***	***641***	***368***	***1 009***	***36.47***
Others																		
Palestine																		
Stateless																		
Subtotal																		
Total	6	1	50	9	137	31	140	45	175	106	123	165	10	11	641	368	1 009	36.47